

PART  
**2**

# Gender Diversity in Biofouling industry and private sector

A survey analysis on women's participation  
in biofouling-related industries

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### **TEST Biofouling:**

The “Accelerating Transfer of Environmentally Sound Technologies through demonstration pilots to reduce biofouling and related emissions” (TEST Biofouling) Project in collaboration with the Norwegian Agency for Development Cooperation (Norad) and the International Maritime Organization (IMO) assist developing countries to build their knowledge on control and management of biofouling and showcase effective approaches to biofouling management and the mitigation of environmental risks associated with the transfer of Invasive Aquatic Species (IAS) through biofouling by means of demonstration projects at both regional and country level.

<https://testbiofouling.imo.org>

### **GloFouling Partnerships:**

Building Partnerships to Assist Developing Countries to Minimize the Impacts from Aquatic Biofouling (GloFouling Partnerships) is a collaboration between the Global Environment Facility (GEF), the United Nations Development Programme (UNDP) and the International Maritime Organization (IMO). The project aims to develop tools and solutions to help developing countries to reduce the transfer of aquatic invasive species through the implementation of the IMO Guidelines for the control and management of ships’ biofouling.

[www.glofouling.imo.org](http://www.glofouling.imo.org)

### **Funding Agency:**

Norad - the Norwegian Agency for Development Cooperation - is a professional body under the Ministry of Foreign Affairs (MFA). In matters concerning Norway’s climate and forestry initiative, Norad is a subordinate of the Ministry of Climate and Environment (KLD). Norad’s work is founded on instructions and allocation letters from the Norwegian ministries.

[www.norad.no](http://www.norad.no)

### **Executing Agency:**

IMO - the International Maritime Organization – is the United Nations specialized agency with responsibility for the safety and security of shipping and the prevention of marine pollution by ships.

[www.imo.org](http://www.imo.org)

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# 1. Executive Summary: Gender Diversity Survey in the Biofouling Sector

In response to the growing importance of gender diversity in the workplace, the IMO-NORAD TEST Biofouling project commissioned an online survey to explore the state of gender diversity within companies operating in the biofouling sector. The study aimed to provide insights into various aspects of gender diversity, including company policies, training programs, leadership composition, special initiatives, recruitment and promotion processes, gender disparities, opportunities for women, and the potential benefits of increased gender representation. The GEF-UNDP-IMO GloFouling Partnerships supported the distribution of this survey within its network including through its Global Industry Alliance for Marine Biosafety.

This executive summary presents key findings from the survey.

The survey revealed that a majority of companies in the biofouling sector have gender diversity policies in place. However, the implementation and effectiveness of these policies vary widely. A portion of companies also reported offering training programs focused on gender diversity and inclusivity, indicating a recognition of the importance of fostering an inclusive work environment.

A significant number of companies reported implementing special initiatives aimed at promoting gender diversity and supporting women's career advancement. These initiatives include mentorship programs, networking opportunities, and leadership development programs targeted specifically at women. However, there is room for improvement in ensuring that these initiatives effectively contribute to bridging the gender gap in the sector.

The survey results indicate that some companies are actively working to improve their recruitment and promotion processes to reduce biases and ensure equal opportunities for all genders. Transparent and fair processes that consider merit and skill are recognized as essential for achieving gender balance.

The biofouling sector continues to face gender disparities, particularly



in technical and senior roles. Women are more likely to be concentrated in support roles rather than in technical or leadership positions. Despite this, there is a shared belief that increasing the representation of women in the sector will lead to enhanced creativity, innovation, and problem-solving.

Respondents widely acknowledged the potential benefits of increased gender diversity in the biofouling sector. These benefits include improved workplace culture, broader perspectives, enhanced decision-making, and increased innovation. Gender diversity was seen as a catalyst for driving positive change and long-term sustainability in the industry.

The survey findings highlighted the ongoing efforts within the biofouling sector to address gender diversity and inclusivity. While progress has been made, there are clear opportunities for further improvement in leadership representation, recruitment practices, and the effectiveness of gender diversity initiatives. As the sector continues to evolve, embracing and promoting gender diversity will be crucial for its overall success, innovation, and resilience.



## 2. Introduction

### 2.1. Research Objectives

The primary objective of the Gender Diversity Survey in the biofouling sector, commissioned by the IMO-NORAD TEST Biofouling project, was to comprehensively investigate the current state of gender diversity within companies operating in this specialized field. The survey aimed to shed light on various dimensions of gender inclusivity, providing a nuanced understanding of the industry's progress, challenges, and opportunities.

Furthermore, the survey aimed to explore the impact of gender diversity on the biofouling sector's overall performance and innovation. By examining the benefits associated with a diverse workforce, the research aimed to offer valuable insights into the ways in which greater gender representation can contribute to improved decision-making, enhanced problem-solving, and increased creativity within the industry. Understanding these potential advantages was a crucial objective in demonstrating the relevance of gender diversity for the biofouling sector's sustainable growth and long-term success. Through an analysis of these aspects, the survey aimed to provide actionable insights that can guide companies in fostering an inclusive and equitable work environment, ultimately contributing to the sector's advancement and resilience.

### 2.2. Research Methodology

The survey was widely distributed to companies across the biofouling sector through an online questionnaire to garner insights into their gender diversity practices and obtain their perspectives on the role of women in the field. A total of **178 respondents** from diverse nationalities and backgrounds were encouraged to provide comprehensive and candid information about their organization's policies, initiatives, and experiences related to gender diversity. The questionnaire encompassed a range of topics, including company policies, training programs, leadership composition, special initiatives, recruitment and promotion processes, gender disparities, and opportunities for women in the sector.

The survey elicited participation from a diverse array of companies within the biofouling sector, representing a broad spectrum of activities such as research, development, manufacturing, and service provision. These companies collectively provided a comprehensive dataset that encapsulated various practices, experiences, and viewpoints across the sector. The data collected from the survey responses were structured and organized to facilitate a systematic and in-depth analysis.

Through rigorous data analysis, the survey findings were derived, revealing both overarching trends and nuanced insights pertaining to gender diversity within the biofouling sector. By dissecting the collected data, patterns, disparities, challenges, and opportunities that shape the landscape of gender representation in the industry have been identified. The structured data analysis provided the foundation for the formulation of key observations, conclusions, and recommendations presented in the survey report.



# 3. Survey Results and Implications

## 3.1. Profiles of the Respondent Companies

### 3.1.1 Nature of the Companies

The survey received a robust response from a diverse range of companies, reflecting a comprehensive cross-section of the industry's landscape. A total of 178 people participated in the survey, providing a multifaceted view of the sector's stance on gender inclusivity. The respondent companies can be categorized into the following profiles based on their geographic scope:

**National Companies (137 respondents):** These companies operate within a single country, showcasing their commitment to gender diversity within a specific national context. Their responses offer insights into the gender dynamics and inclusivity efforts that are unique to their respective countries.

**Multiregional Companies (24 respondents):** Companies falling under this category have a global presence, with employees spanning multiple continents. Their participation offers a truly international perspective on gender diversity, encompassing the challenges and best practices that arise when navigating cultural and geographical diversity.

**Regional Companies (14 respondents):** Companies classified as regional have a presence across multiple countries within the same continent. Their responses provide valuable insights into the nuances of gender diversity within specific regions and highlight the potential for shared strategies and collaboration among neighbouring countries.

The diversity of the respondent companies' profiles underscores the relevance and significance of gender diversity across various geographic scales within the biofouling industry. By including companies with differing regional and global footprints, the survey results reflect the varying challenges, successes, and opportunities that arise in the pursuit of gender equality and inclusivity.

### 3.1.2 Geographic Presence of the Respondent Companies

The survey engaged a total of 178 respondents, offering a comprehensive representation of companies operating within this specialized field. The survey's outreach was met with a commendable response rate, as only 6% of them chose not to reveal their company base. This strong

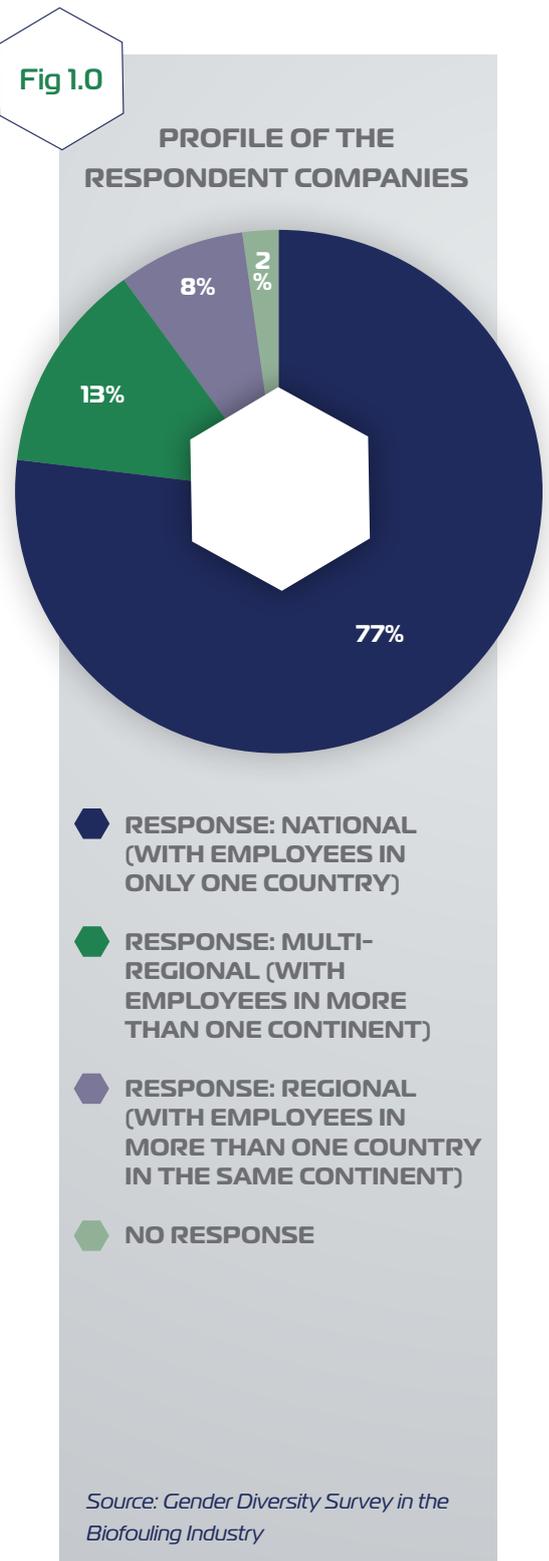
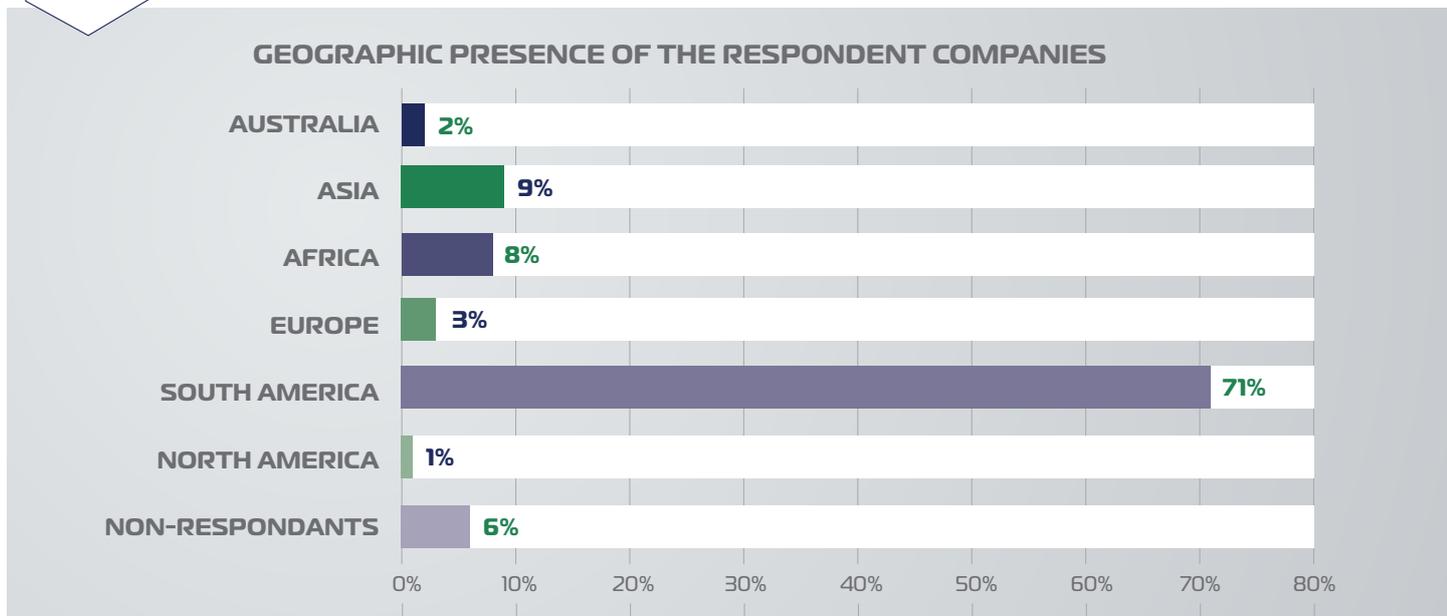


Fig 1.1

Source: Gender Diversity Survey in the Biofouling Industry



level of engagement underscores the industry’s recognition of the significance of gender diversity.

The survey’s reach extended globally, with respondents hailing from diverse continents, illustrating a broad spectrum of geographic perspectives. The largest contingent of respondents originated from **South America**, constituting **71%** of the total, reflecting the pronounced interest in gender diversity within this region. Companies from **Africa** and **Asia** also made substantial contributions, comprising **8%** and **9%** of respondents, respectively. **European** companies constituted **3%** of the responses, while **North American** and **Australian** companies each represented **1%** and **2%** of the respondent pool.

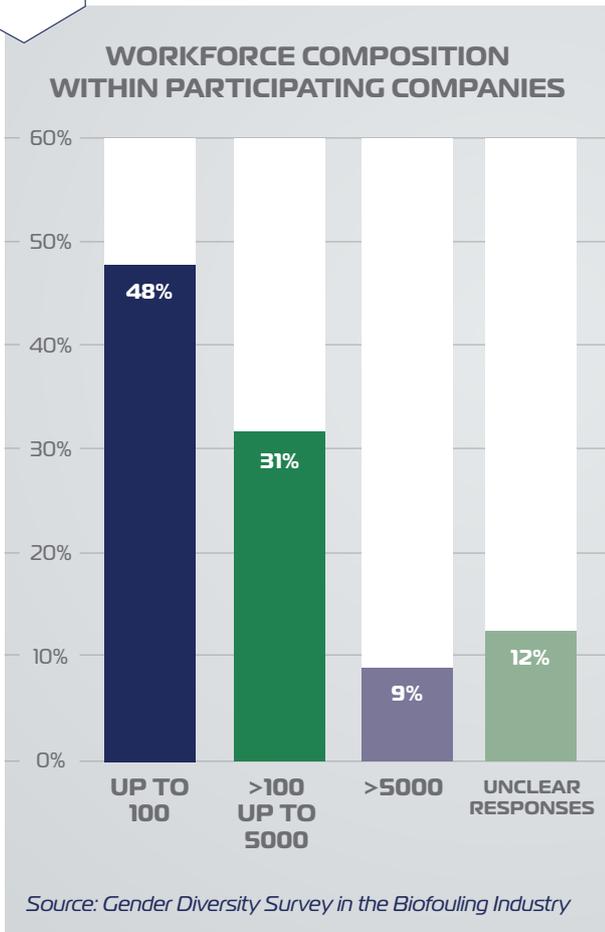
This remarkable geographic diversity of respondents offers a panoramic view of gender diversity efforts within the biofouling sector across continents. The engagement of companies from various regions enriches the survey’s findings by incorporating a global array of strategies, challenges, and accomplishments in fostering gender inclusivity.

### 3.1.3 Workforce Composition within the Participating Companies

The composition of the workforce within the participating companies offers valuable insights into the range of organizational sizes represented in the Gender Diversity Survey in the biofouling sector.

Among the 178 respondents, 48% of companies reported having up to 100 employees, reflecting the presence of a substantial number of smaller enterprises. Notably, 31% of companies fell within the category of having more than 100 employees but up to 5000, highlighting the diversity in the size of organizations engaged in the survey. Additionally, 9% of respondents represented companies with workforces exceeding 5000 employees, underlining the involvement of larger corporations within the biofouling sector. This distribution of workforce composition provides a comprehensive view of the industry’s spectrum, encompassing both small-scale operations and sizable enterprises, further enriching the survey’s findings on gender diversity practices and initiatives.

Fig 1.2



### 3.2. Gender Profile of the Survey Respondents

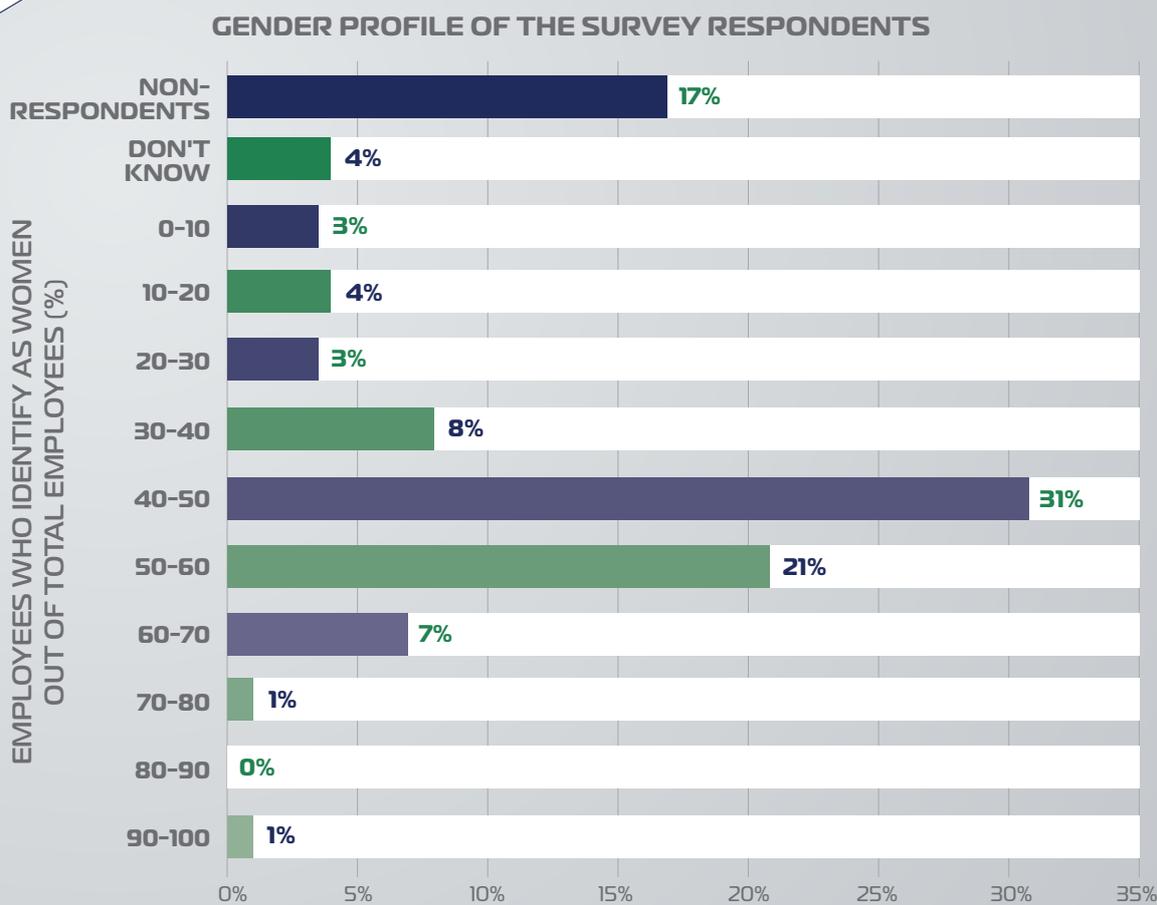
The gender profile of the survey respondents offers insights into the representation of women within the participating companies. The distribution across various employee counts demonstrates a wide range of engagement among the participants who identified as women.

Interestingly, the survey saw an overall engagement rate of 17% among non-respondents. Within the respondents' group, 4% expressed uncertainty about the exact employee count in their respective companies. For those who identified as women and participated, the distribution across employee counts further unfolds. Companies with employee counts ranging from 40 to 50 exhibited the highest representation, constituting 31% of respondents. This was followed closely by the 50 to 60-employee range, accounting for 21% of participants. The distribution cascaded across a range of employee counts, reflecting both the industry's heterogeneity and the multifaceted engagement of women within the biofouling sector.

The gender profile of survey respondents provides a comprehensive overview of women's representation across various organizational sizes. This multifaceted perspective is vital in understanding the role and experiences of women within the sector, enabling a more nuanced analysis of gender diversity efforts and opportunities.

**Fig 1.3**

Source: Gender Diversity Survey in the Biofouling Industry



### 3.3. Age Profile of the Survey Respondents

The age profile analysis sheds light on the diverse range of ages represented among the 178 participants. The data showcases the distribution of respondents across different age groups, revealing intriguing patterns in their preferences for ranked responses.

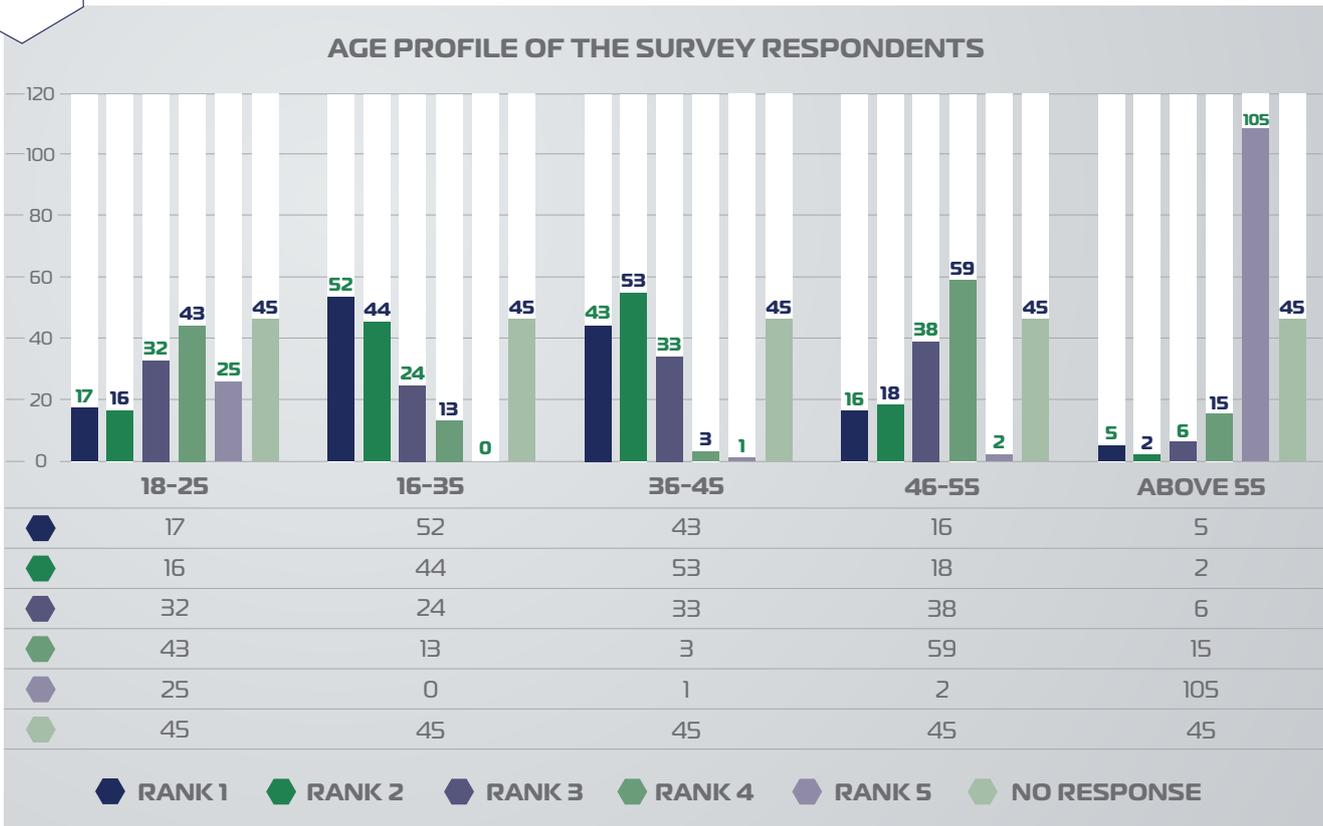
Among respondents aged 18-25, a variety of preferences emerged across the provided rank options. Rank 1, Rank 2, and Rank 3 choices were distributed across the options in the order of 17, 16, and 32, respectively. This trend shifted in the 26-35 age group, where the majority of respondents favored Rank 1 (52) and Rank 2 (44) options, while a significant

number provided no response. This means that the substantial contribution to the survey was made by individuals from these two age groups. Conversely, for the 36-45 age group, a preference for Rank 2 (53) was prominent, followed closely by Rank 1 (43).

Interestingly, the 46-55 age group demonstrated a more evenly distributed preference, with Rank 4 (59) garnering the highest selection count. For respondents above 55, a clear preference for Rank 5 (105) emerged, indicating a lesser count. The provided data underscores the varying priorities and viewpoints across age groups, offering a dynamic view of how respondents perceive and prioritize the provided choices.

Fig 1.4

Source: Gender Diversity Survey in the Biofouling Industry



### 3.4. Job Profile of the Survey Respondents

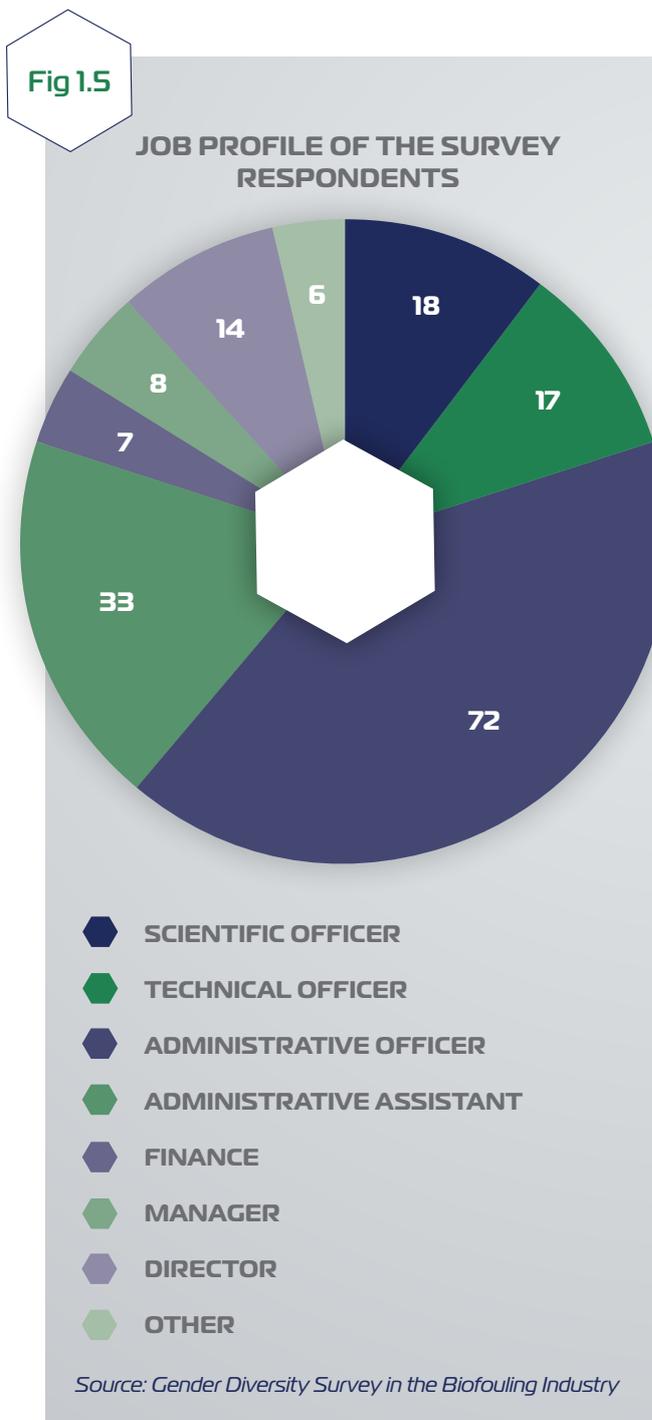
The data represented the preferences of survey respondents for different job profiles, as indicated by their rankings from Rank 1 to Rank 8. The analysis of this data revealed interesting insights into the varied perceptions and priorities of individuals across different job roles within the biofouling sector. Here’s a breakdown of the key findings:

- 1. Scientific Officer:** This role saw a varied distribution of preferences across the ranks. Notably, Rank 5 and Rank 6 received the highest number of selections, suggesting that aspects associated with these ranks are significant to this group.
- 2. Technical Officer:** Respondents in this role demonstrated a balanced distribution of preferences across various ranks. Notably, Rank 1 and Rank 4 had the highest number of selections, indicating that these ranks hold particular importance to technical officers.
- 3. Administrative Officer:** The majority of respondents in this role ranked “Administrative Officer” as their preferred job profile, with Rank 1 as the clear preference. This suggests a strong affinity for their current position.
- 4. Administrative Assistant:** Similar to Administrative Officers, respondents in the Administrative Assistant role preferred their own job profile, with Rank 2 being the most prominent choice. There is also an evident interest in

technical and scientific roles, as indicated by the distribution across other ranks.

5. **Finance:** For respondents in finance roles, there is a distinct preference for mid-level ranks, such as Rank 3 and Rank 4. Interestingly, Rank 5, which likely represents higher-level positions, is also a significant choice.
6. **Manager:** Managers showed a strong preference for higher-ranking positions, particularly Rank 5 and Rank 6. This suggests an aspiration for greater leadership responsibilities.
7. **Director:** Respondents aspiring to Director positions displayed a marked preference for their desired role (Rank 7), indicating a clear alignment with their career goals.
8. **Other:** The “Other” category represents a wide range of job profiles. Respondents in this category displayed a broad distribution of preferences, with Rank 8 being the most prominent choice, suggesting diversity in career aspirations within this group.

Overall, the analysis of job profile preferences reflects the varying career aspirations and priorities of individuals within the biofouling sector. The distribution of rankings highlights the diversity of roles and functions, underscoring the unique blend of talents and expertise that contribute to the industry’s growth and innovation.



## 4. Gender Disparities in the Biofouling Sector

The United Nations defines<sup>1</sup> gender discrimination as any distinction, exclusion, or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field. This definition emphasizes the unjust treatment or unequal opportunities that individuals may face due to their gender, often resulting in the violation of their rights and hindrance to their full participation in various spheres of life.

This research report focuses on understanding the status of gender diversity within the context of biofouling, a prominent concern in maritime operations.

Biofouling poses challenges in various industries, including shipping, offshore oil and gas, and marine infrastructure, increased fuel consumption, operational costs, and the potential for the introduction of invasive species. It affects the efficiency, performance, and lifespan of submerged structures. Effective management and prevention strategies are necessary to mitigate the negative impacts of biofouling and ensure the optimal functioning of marine systems and equipment. Given its impact on vessel performance and ecological balance, addressing biofouling has emerged as a critical priority for the maritime sector.

### The Gender Dimension of Biofouling

While numerous studies have examined the technical aspects of biofouling prevention and mitigation, little attention has been given to the gender dimension within this field. Understanding gender diversity within the maritime sector, specifically in biofouling, is crucial for several reasons. First, gender diversity promotes inclusivity and fosters innovation by providing broader perspectives and experiences. Second, a gender-balanced workforce has enhanced productivity and contributed to better decision-making processes. Several reports and studies have highlighted the gender disparities within the maritime sector. In mid-2020, a report by BIMCO and ICS showed that 1.2% of seafarers are women, although the numbers of female seafarers has increased by 45% compared with findings five

### Biofouling:

*Biofouling refers to the unwanted accumulation of marine organisms, including algae, barnacles, and molluscs, as well as their excretion products, on submerged surfaces such as ship hulls, piers, and offshore structures. This process involves the adhesion and buildup of micro- and macroorganisms, leading to the restriction of flow in tubular systems and the impairment of process equipment*

<sup>1</sup> [The definition of the term 'Gender Discrimination' according to UNICEF](#)

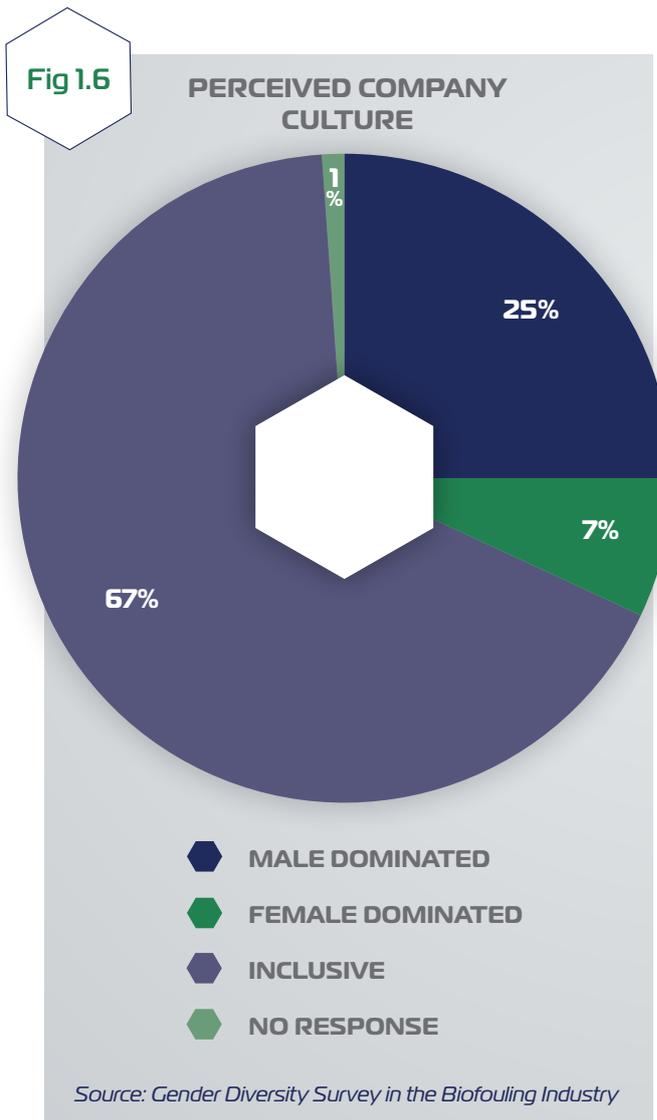
years earlier, in 2015. Across respondents, women make up some 2% of their seafaring personnel.<sup>2</sup> This underrepresentation is attributed to various factors, including cultural biases, lack of awareness, and limited opportunities for career advancement. Addressing these issues requires a comprehensive understanding of the specific domains within the maritime sector, such as biofouling, to identify potential barriers and develop targeted strategies for promoting gender diversity.

All in all, this research report sets out to examine the status of gender diversity within the maritime sector, focusing specifically on the domain of biofouling. By shedding light on the existing gender disparities and understanding the challenges and opportunities within this field, the report aims to promote greater inclusivity and gender equality. The following sections will present the findings of the survey, offering a comprehensive overview of the current state of gender diversity in biofouling within the maritime sector.

#### 4.1. Perceived Company Culture

The assessment of company culture on gender diversity provides a revealing insight into how employees perceive the gender dynamics within their respective organizations. Among the respondents, 25% indicated a perception of a "Male Dominated" company culture. This suggests an environment where men hold a majority of leadership roles and positions of influence, potentially leading to gender disparities in decision-making and opportunities.

On the other hand, 7% of respondents identified their company culture as "Female-dominated," implying that women hold the majority of positions within



the organization. While a "Female-dominated" culture might signify certain progress towards gender balance, it can also indicate that certain gender biases may be at play, both in terms of recruitment and advancement opportunities.

The most promising aspect of the findings is that a substantial 67% of respondents viewed their company culture as "Inclusive." This majority signified a positive perception of an environment that values gender diversity, promotes equal opportunities for all genders, and enables a supportive and inclusive work atmosphere. An inclusive company culture is likely to provide a conducive setting for the professional growth and contribution of all employees, irrespective of their gender.

<sup>2</sup> <https://www.imo.org/en/MediaCentre/PressBriefings/pages/WIM-Survey-2021-report.aspx>

Despite these insights, a small percentage of respondents (1%) chose to refrain from responding. While limited in number, their non-response underscores the complexity of gauging company culture and the ongoing challenges in addressing gender diversity and inclusivity.

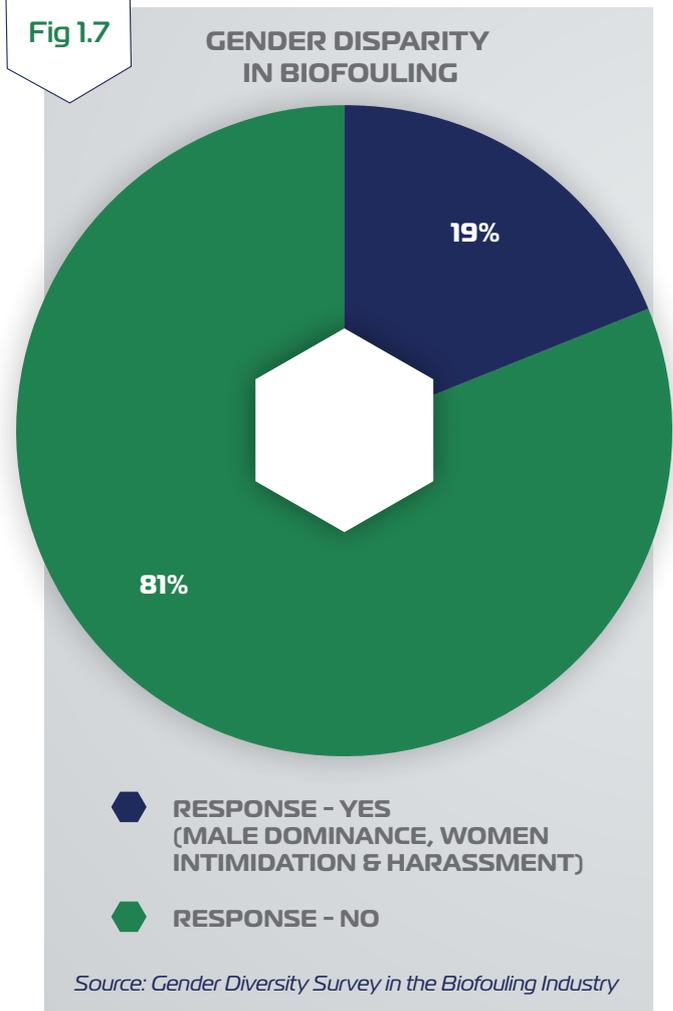
The analysis of perceived company culture underscores the importance of creating an inclusive and balanced environment. The fact that the majority of respondents view their company culture as "Inclusive" is a positive sign, but ongoing efforts are necessary to ensure that all employees, regardless of gender, experience equal opportunities, representation, and support within their workplaces.

## 4.2. Gender Disparity in Biofouling

Among the respondents, 19% indicated that they had indeed noticed gender disparity in the biofouling sector. This acknowledgment suggested an awareness of imbalances, which can manifest as "Male Dominance," where men hold a disproportionate number of leadership and influential roles, thereby potentially limiting women's access to decision-making and opportunities. Additionally, it can encompass concerns related to "Women Intimidation & Harassment," which speaks to the experiences of women facing discriminatory behaviour or hostile environments that hinder their professional growth and well-being.

Conversely, a significant 81% of respondents reported that they had not observed any gender disparity in the sector. While this is an encouraging majority, it's crucial to interpret this result with the awareness that gender disparities might still exist but might not be universally recognized or acknowledged by all respondents.

Fig 1.7



The recognition of gender disparity is an essential step in addressing and rectifying such imbalances. Those who perceive gender disparities may also be attuned to the underlying biases and challenges hindering an inclusive and diverse work environment. On the other hand, respondents who have not noticed gender disparity might benefit from further awareness and education about gender-related challenges in the biofouling sector.

The analysis of gender disparity within the biofouling sector suggests that while a significant proportion of respondents do not perceive such inequality, a segment still recognizes the presence of gender-based imbalances and challenges. Acknowledging and addressing these disparities is essential for fostering a more equitable, diverse, and inclusive work environment for all individuals within the field.

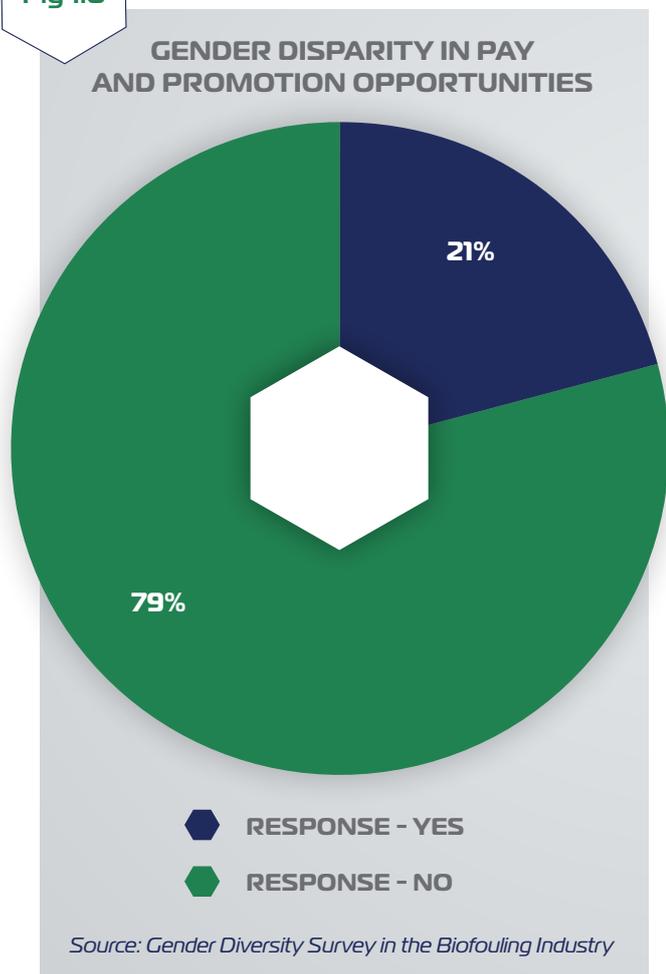
### 4.3. Gender Disparity in Pay and Promotion Opportunities

21% of the survey respondents indicated that they had noticed differences in pay or promotion opportunities between genders in the sector. This acknowledgment implied a recognition of disparities that can manifest as unequal remuneration or career progression based on gender. These discrepancies can hinder the equitable advancement of women and contribute to an imbalanced workforce.

On the other hand, a significant majority of 78% reported that they had not observed any such differences. While this is a substantial portion of respondents, it's important to consider that the perception of disparities can vary based on individual experiences, awareness, and understanding of gender-related issues.

The interpretation of the data underscored the significance of addressing and rectifying gender-related differences in pay and promotion opportunities within the biofouling sector. While perceptions may vary, recognizing these disparities is pivotal for cultivating an environment of fairness, equality, and equal opportunities for all genders in career advancement and remuneration.

Fig 1.8



### 4.4. Gender Disparity in Treatment and Leadership Opportunities

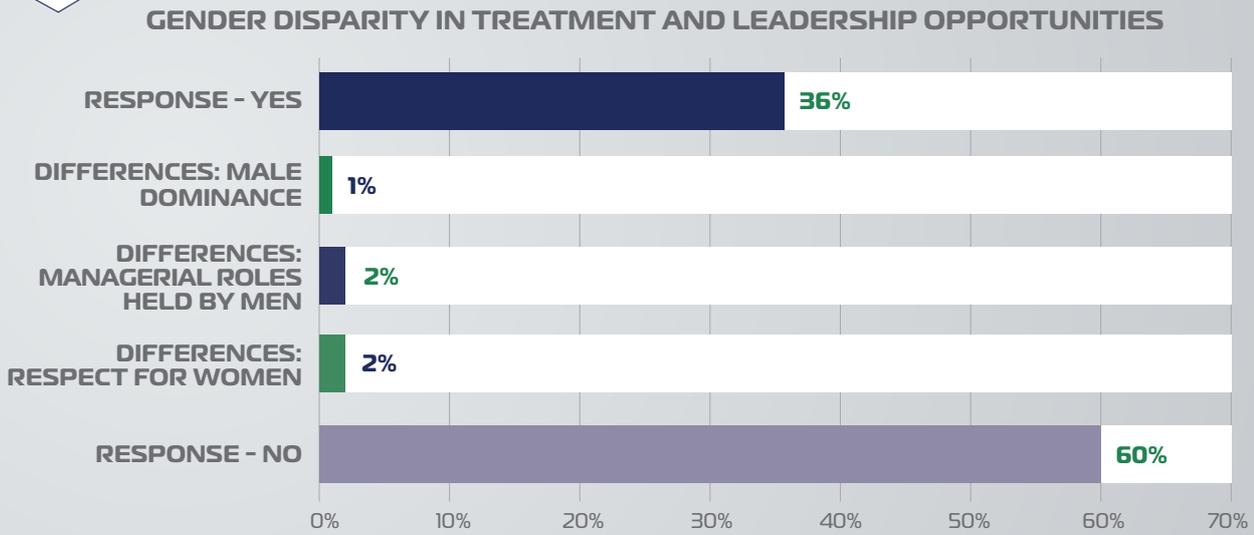
A notable 36% indicated that they had observed differences in how men and women are treated. This acknowledgment suggests a recognition of disparities that can manifest as unequal treatment in terms of respect, recognition, and leadership opportunities.

Breaking down the responses indicating perceived differences:

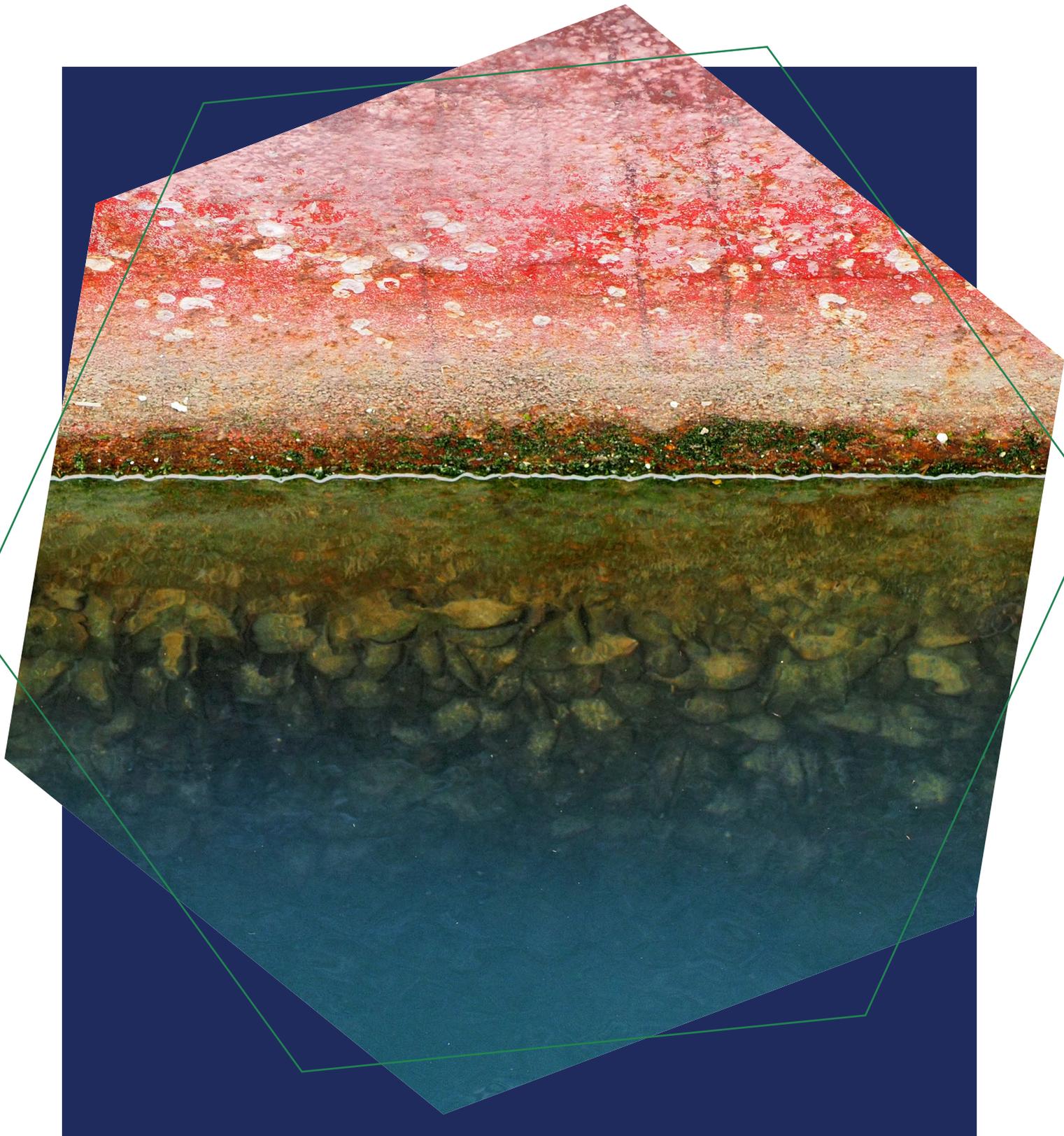
- Only 1% of respondents pointed to a perception of "Male Dominance," where men hold a prominent role in terms of power and influence, potentially leading to imbalances in leadership opportunities.
- A mere 2% noticed differences in terms of "Managerial Roles held by Men," implying an awareness of unequal representation of genders in leadership positions.
- Similarly, 2% highlighted disparities in the "Respect for Women," signalling a recognition of potential biases in how women are treated within the sector

Fig 1.9

Source: Gender Diversity Survey in the Biofouling Industry



On the other hand, a majority of 60% reported that they had not observed any such differences. It's important to acknowledge that the perception of disparities can vary based on individual experiences, awareness, and understanding of gender-related issues. Recognizing gender-related disparities in treatment and leadership opportunities is an integral step in addressing and rectifying these imbalances.



## 5. Composition of Women in Managerial and Support Roles

This chapter delves into the composition of women within the biofouling sector's organizational framework, specifically focusing on their representation in managerial and support roles. Examining the distribution of women across different levels of responsibility and contribution provides insights into the gender dynamics that shape the sector's workforce structure. Through an analysis of this composition, we gain a clearer perspective on the opportunities and challenges faced by women in different roles within the biofouling sector.

### 5.1. Gender Composition of the Board of Directors

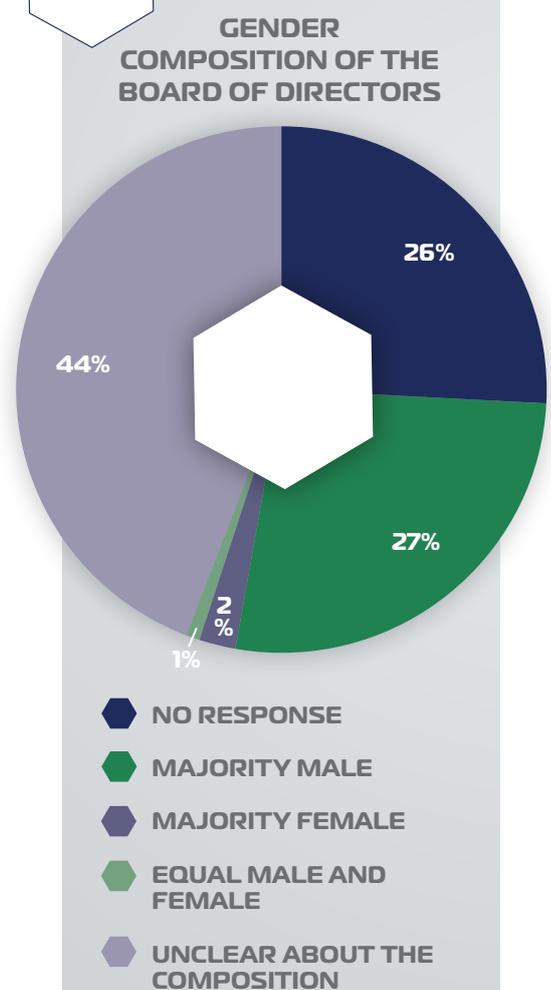
The composition of the board of directors is a pivotal indicator of gender diversity and inclusivity within the highest echelons of decision-making. Among the respondents, 46 individuals chose not to provide a response regarding the composition of their company's board of directors. This highlighted the challenge of obtaining comprehensive data in this area and the need for increased transparency.

Among the respondents who did provide information, the findings reveal a range of compositions:

- 27% respondents indicated that their board of directors is "Majority Male," suggesting that men hold the predominant share of leadership positions.
- 3 respondents reported a "Majority Female" composition, indicating that women hold the majority of seats on their boards.
- 2 respondents indicated an "Equal Male and Female" representation, implying an attempt at achieving gender parity in board membership.
- A significant 44% respondents expressed that they are "Unclear about the composition," pointing to a lack of transparency or awareness regarding the gender diversity of their board of directors.

While the responses indicated a range of compositions, the prevalence of respondents who are "Unclear about the composition" stressed the need for increased awareness and transparency regarding gender representation at the board level. The data underlined the complexity and diversity of board composition in the biofouling sector. Addressing gender disparity at the highest levels

Fig 2.0



Source: Gender Diversity Survey in the Biofouling Industry

of leadership remains a crucial aspect of fostering gender equality and creating a more inclusive and proportional work environment.

### 5.2. Gender Composition in C-Suite/ Senior Management

The composition of the C-suite and senior management is pivotal for achieving gender equality and fostering a culture of inclusivity. Revealing the gender dynamics within the C-suite and senior management offers a glimpse into the representation of women in pivotal leadership roles within the biofouling sector.

Among the 178 respondents, 28% chose not to provide information about the gender composition within their company's C-suite or senior management. This notable lack of response hinted at the complexity of obtaining data in this sensitive area, reflecting potential disparities that might remain unaddressed.

Among those who responded, the findings offered a

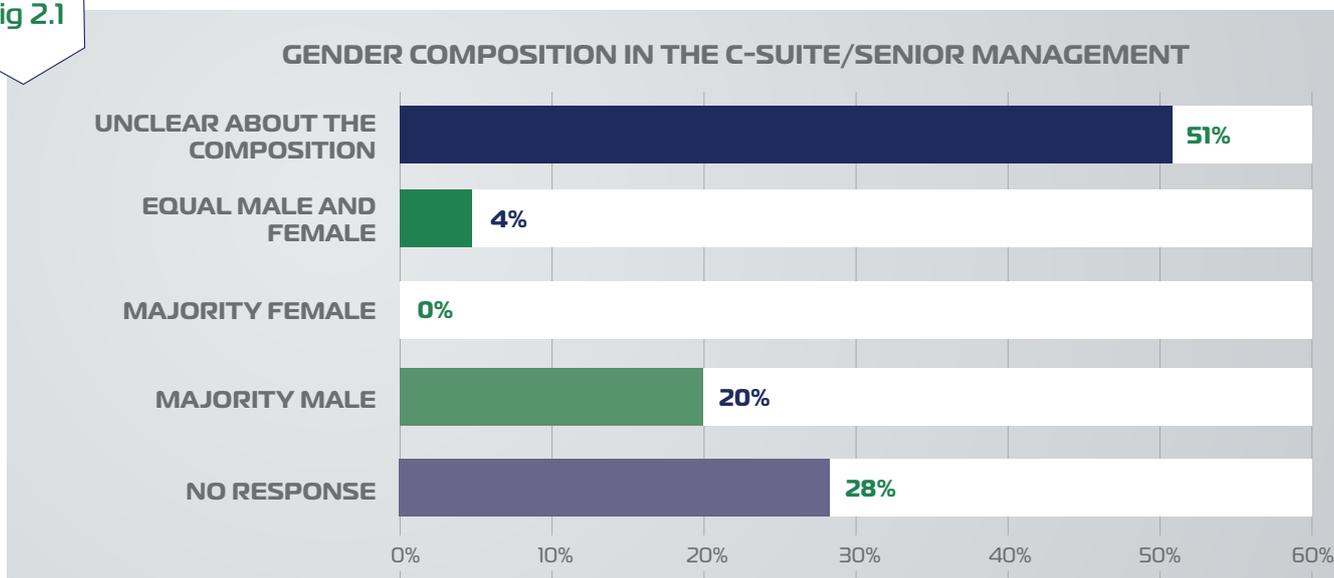
multifaceted picture:

- 20% of respondents indicated that their C-suite/senior management is "Majority Male," suggesting that men still hold a significant share of leadership positions.
- A promising 4% noted "Equal Male and Female" representation, signalling progress toward gender balance in key decision-making roles.
- However, a substantial 51% expressed they were "Unclear about the composition," showcasing a significant gap in awareness regarding gender diversity within their company's senior leadership.

The responses underline both the strides made and the challenges yet to be addressed. The prevalence of respondents who are "Unclear about the composition" emphasized the need for increased transparency and awareness regarding gender representation at the highest tiers of leadership. Elevating women's representation in the C-suite and senior management is crucial for leveraging a diverse range of perspectives and experiences, ultimately contributing to the sector's innovation and long-term success.

Fig 2.1

Source: Gender Diversity Survey in the Biofouling Industry



### 5.3. Gender Composition in Core Roles (Key Personnel and Professionals, Specialist Technical staff, and staff in Critical Operation Roles)

The presence of women in core roles is pivotal for the sector's growth and innovation. Venturing into the heart of gender representation, this analysis uncovers the intricate tapestry of women's participation in core positions within the biofouling sector. Within the pool of 178 respondents, 28% opted to withhold information about the composition of women in crucial roles. This enigma hinted at the complexity of the matter, reflecting potential disparities that might persist.

Among the participants who did respond, the findings narrated a diverse tale:

- A noteworthy 17% indicated a "Majority Male"

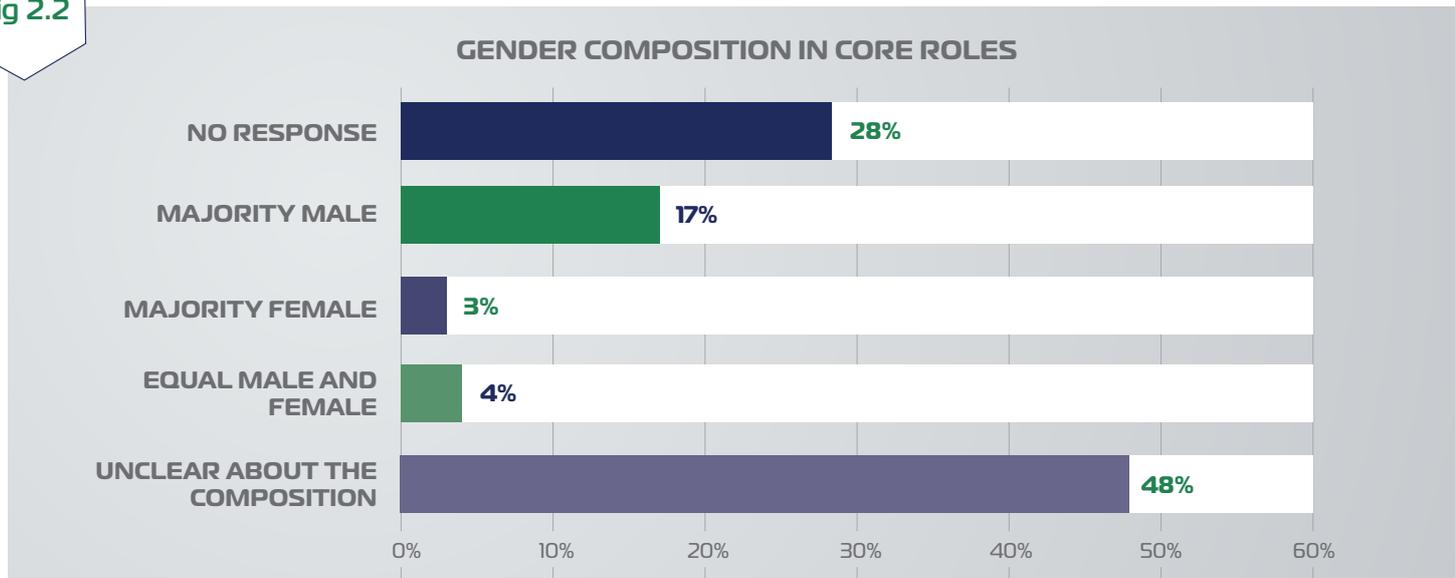
presence in core roles, underlining the ongoing challenge of gender balance in these vital capacities.

- Encouragingly, 3% reported a "Majority Female" composition, a sign of progress toward creating a more inclusive workforce.
- An additional 4% noted an "Equal Male and Female" ratio, a glimmer of gender parity in these significant positions.
- The significant proportion of 48% expressing they were "Unclear about the composition" points to a wide gap in understanding the gender dynamics in these key areas.

These responses signified a blend of advancements and hurdles yet to be surmounted. The bulk of "Unclear about the composition" responses underlined the call for amplified transparency and awareness regarding the gender balance within these fundamental roles.

Fig 2.2

Source: Gender Diversity Survey in the Biofouling Industry



### 5.4. Gender Composition in Support Roles (Non-operational, Administrative and Service Roles)

The contribution of women in support roles can't be underestimated, as they provide the infrastructure that bolsters the sector's progress. Journeying into the realm of support functions, this analysis unveiled the impact of women in support roles that exist in the biofouling sector. We delve into the intricacies of gender representation within non-operational, administrative, and service capacities.

Among the 178 respondents, 29% of silence prevails, as individuals choose not to reveal the gender composition in their company's support functions. This veiled space shows the challenge of exposing nuances in these often-overlooked areas.

In the responses that do emerge, a diverse spectrum comes about:

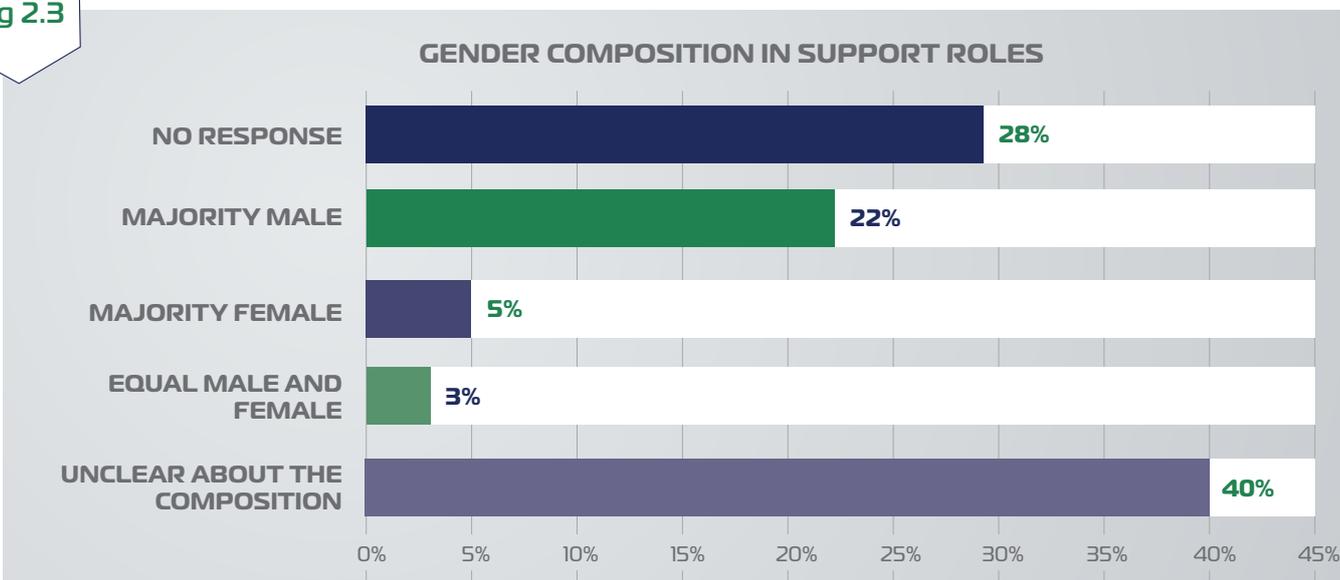
- A significant 22% shed light on a "Majority Male" presence in support functions, highlighting the ongoing pursuit of gender equilibrium in these support capacities.

- The beacon of change is the 5% that noted a "Majority Female" representation, suggesting strides toward balance in these vital yet sometimes less visible roles.
- A subtle 3% indicated an "Equal Male and Female" partnership, nurturing a collaborative gender environment that enriches support operations.
- In an intriguing twist, a substantial 40% responded with "Unclear about the composition," spotlighting the industry-wide challenge of recognizing the gender dynamics in these significant, yet often undervalued, functions.

These responses tell a tale of evolving gender landscapes, interlaced with complexities and advancements. The prevalence of "Unclear about the composition" hints at a need for enhanced awareness and attention toward recognizing the often invisible contributions of women in these crucial roles. Valuing women's contribution in these roles aligns with the industry's maturation, cultivating an environment that thrives on diverse skills, backgrounds, and collaborations, propelling the sector toward greater efficiency and innovation.

Fig 2.3

Source: Gender Diversity Survey in the Biofouling Industry



## 6. Gender Equality in Company Recruitments

In this chapter, we delve into the critical realm of gender equality within company recruitment in the biofouling sector. This is done by analyzing the practices, policies, and perceptions surrounding the hiring process to reveal how much gender diversity is prioritized when new talent is welcomed into the fold. Through a comprehensive analysis of recruitment strategies and outcomes, we seek to find out the sector's commitment to creating a balanced and inclusive workforce right from the initial stages of talent acquisition.

### 6.1. Promoting Gender Equality in Recruitment and Promotion

The presence of gender equality policies in recruitment and promotion reflects a commitment to fostering a balanced and inclusive workforce. Such policies contribute to creating an environment that values individuals' qualifications and contributions, irrespective of gender.

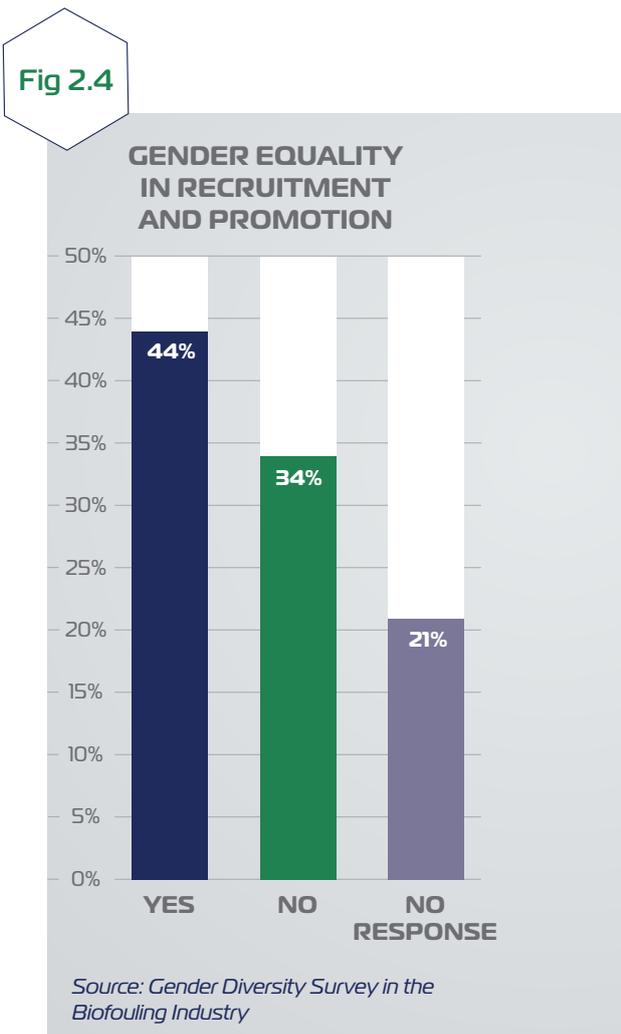
Among the 178 respondents, a notable 44% affirmed the presence of policies in their companies that prioritize gender equality in both recruitment and promotion processes. This affirmative stance highlights a proactive approach toward cultivating a diverse and inclusive workforce from the very outset of hiring.

Conversely, 34% of respondents indicated the absence of such policies, revealing a segment of companies that have yet to formalize strategies to address gender disparities in the hiring and advancement of employees.

Within this discourse, a 21% silence persists, as respondents choose not to disclose their company's stance. However, the existence of a significant "No" response highlighted the need for continued awareness and action to address gender imbalances in the sector's recruitment and advancement processes.

### 6.2. Gender-Specific Roles and Inclusivity

The existence of gender-specific roles prompts considerations about the underlying motivations, potential benefits, and implications for gender



equality. Within the pool of 178 respondents, the majority of 92% unequivocally indicate the absence of gender-specific roles or job descriptions, reflecting a prevailing approach toward gender-neutral job assignments within the sector. A noteworthy 4% affirm the existence of gender-specific roles or job descriptions created solely for women. This raises questions about the rationale behind such roles and how they align with the broader goals of gender equality and diversity. Furthermore, an additional 4% noted the presence of gender-specific roles but with accompanying details. This subset of responses suggests a nuanced approach, potentially indicating roles designed to address specific needs or perspectives.

While the relatively low percentage of affirmative responses suggests that such roles are not a widespread practice within the sector, they nonetheless provoke a dialogue about inclusivity, skill-based assignments, and the sector's commitment to offering equal opportunities regardless of gender. While a small percentage acknowledges gender-specific roles, it raises awareness about the complexities and implications of such practices. The overarching emphasis remains on creating an environment where opportunities are accessible to all individuals based on their skills, qualifications, and aspirations, promoting an inclusive workforce that thrives on a diverse range of talents.

### 6.3. Gender-focused Recruitment Initiatives

The presence of gender-focused recruitment initiatives showcases the sector's acknowledgment of the importance of equitable representation. Among the 178 respondents, a modest 2% indicated the presence of gender recruitment drives specifically designed to employ women. This suggests a targeted effort to bolster the representation of women in the sector by enabling an attractive and supportive environment.

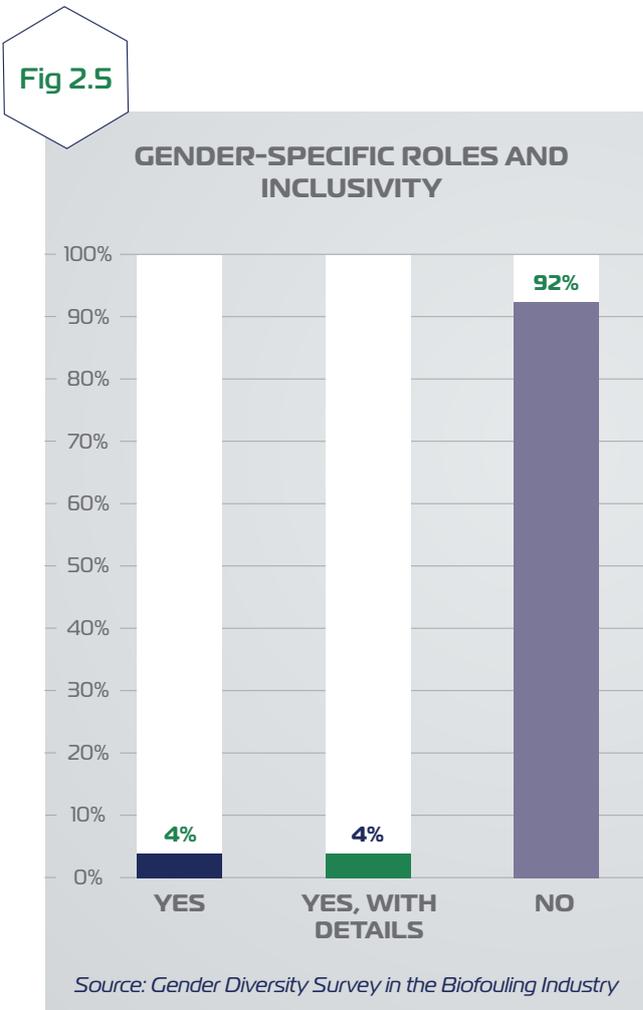
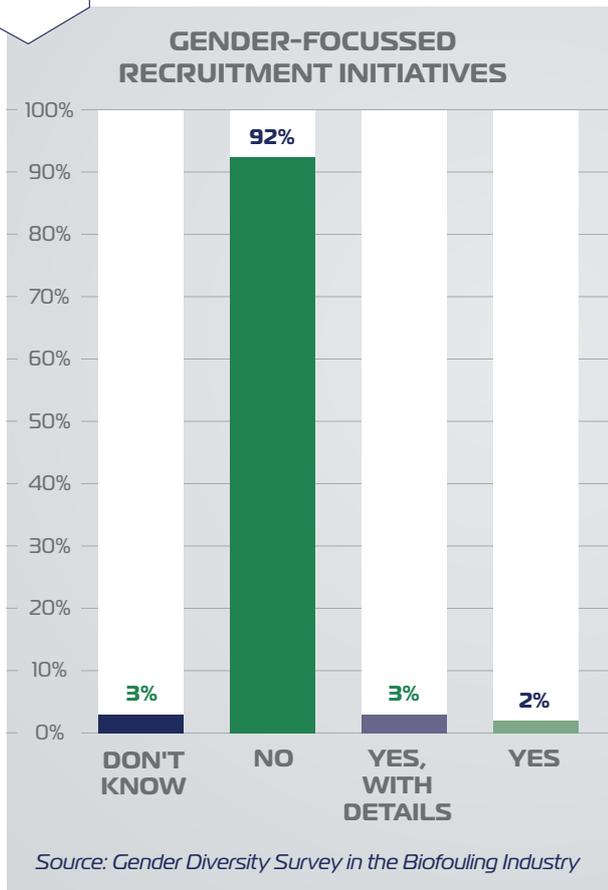


Fig 2.6



Adding nuance to the narrative, another 3% responded positively, indicating gender-specific recruitment drives along with accompanying details. This subset of responses highlights a more strategic approach, potentially incorporating mentorship, flexible work arrangements, or other elements that create a conducive environment for women.

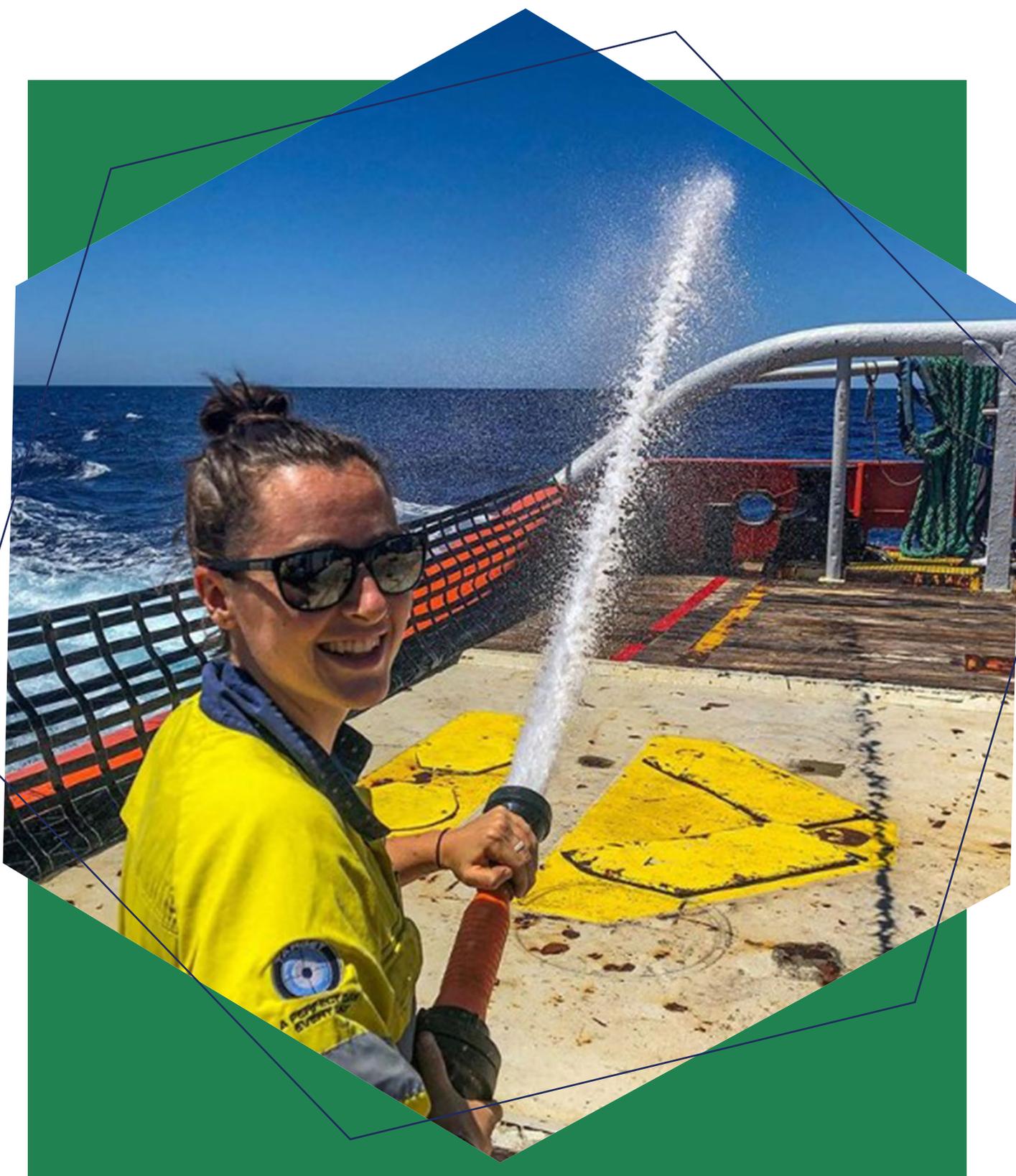
Contrastingly, a resounding 92% assert that they do not employ gender recruitment drives. This prevailing stance showed the sector's broader emphasis on merit-based hiring and the equal consideration of candidates regardless of gender. While the percentage of affirmative responses is modest, it highlights the ongoing dialogue about creating an environment that is appealing and inclusive to women.

#### 6.4. Gender-Focused Recruitment Insights

In continuation of the exploration into gender-focused recruitment, a portion of respondents (28%) provided further details on why they implement such strategies and the specific roles they target. However, a substantial number (72%) indicated that this question didn't apply to their company. The responses that shed light on gender-focused recruitment strategies encompass various roles:

- **Executive Secretary and Personal Assistant to ED:** Demonstrates a preference for women in administrative and support functions.
- **In the Research and Office Area:** Reflects a focus on gender balance within research and office-based roles.
- **En el Área Comercial:** Indicates a drive to diversify gender representation in commercial roles.
- **Maybe Support, Administrative Tasks, Lawyers, Administrativos:** Encompasses a variety of roles where gender inclusivity is emphasized.
- **Female Staff Is Required in Administrative Positions, mainly as Assistant Managers of the Company:** Indicates a push for women in assistant managerial administrative roles.
- **In this company, men and women have the same opportunities. Women compete for jobs on par with men:** Emphasizes equality and a merit-based approach in the recruitment process.

These responses provide a glimpse into the range of roles where gender-focused recruitment strategies are being employed. The data reflects an effort to promote gender diversity across different functions, highlighting the industry's commitment to an inclusive workforce.



## 7. Role of National and Regional Associations in Promoting Gender Diversity in Biofouling

It is important to delve into the pivotal role played by national and regional associations within the biofouling sector in promoting gender diversity. Exploring the initiatives, collaborations, and policies these associations undertake helps reveal the collective efforts to address gender imbalances and promote an inclusive environment.

### 7.1. Knowledge of National and Regional Associations for women in Maritime

The existence of awareness regarding women in maritime associations signifies the industry's potential to leverage collective efforts to advance gender diversity and inclusivity. Out of the 178 respondents, 31 affirm their awareness of these associations, suggesting a notable subset of individuals who are cognizant of these industry-specific groups. Of these aware respondents, 8 provide additional details about their familiarity with such associations. This subset of responses potentially indicates the specific associations they are aware of, offering insights into the reach and visibility of these organizations.

Conversely, 67% of respondents indicate a lack of awareness of any regional or national associations for women in maritime. This significant majority shows the need for increased visibility, communication, and awareness-building efforts to amplify the recognition of such associations within the biofouling sector.

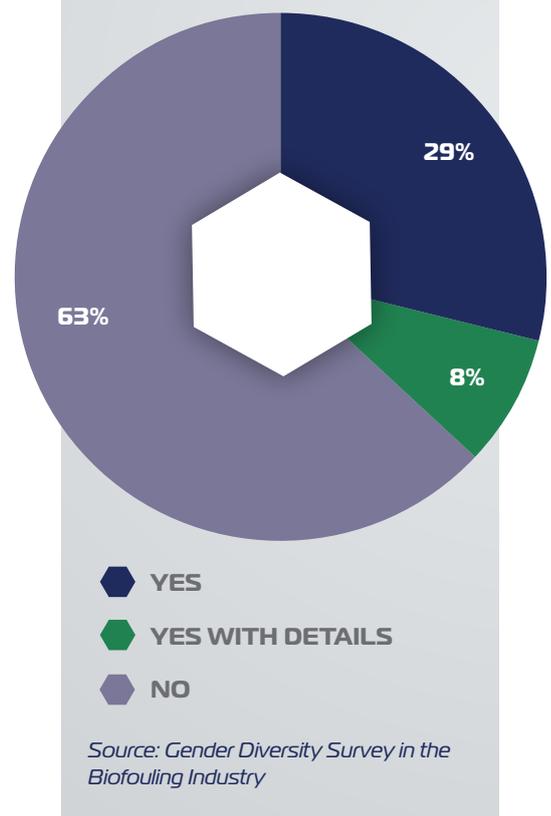
The presence of a majority who are unaware indicates a critical area for growth, stressing the importance of disseminating information and facilitating collaborations to promote these associations' objectives.

### 7.2. Company's Support to National and Regional Associations for Women in Maritime

The presence of companies that support women in maritime associations reflects a commitment to fostering a supportive environment that

Fig 2.7

#### KNOWLEDGE OF NATIONAL AND REGIONAL ASSOCIATIONS FOR WOMEN IN MARITIME



encourages professional development and networking opportunities. This analysis delves into the extent to which companies support their women employees' involvement in regional and national associations for women in maritime.

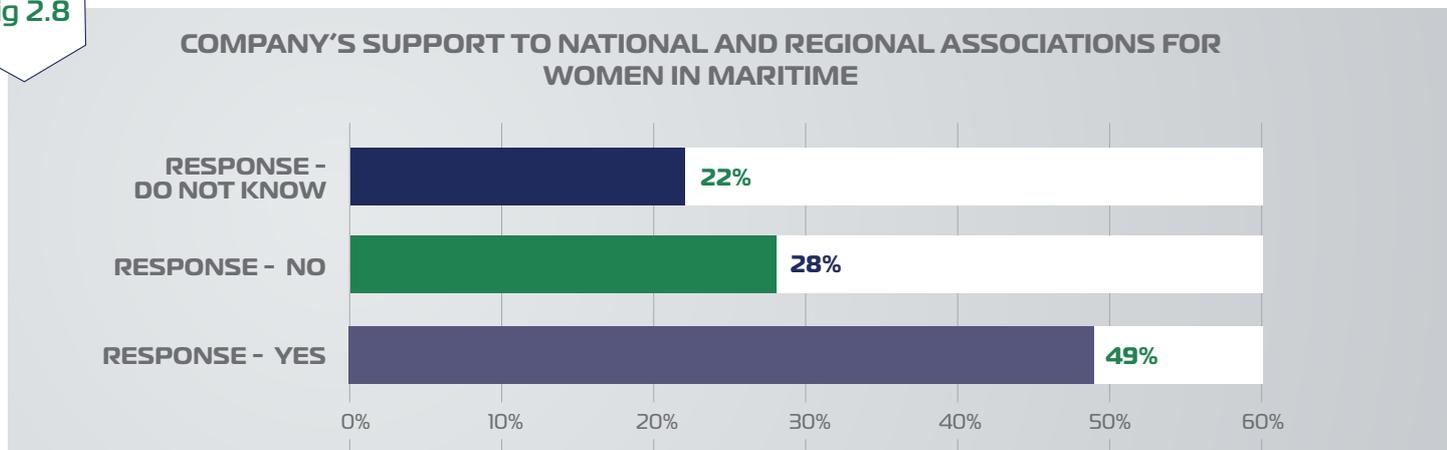
Out of the 178 respondents, 49% affirm their company's support for these associations or for their women employees' participation in them, highlighting a significant portion of participants who recognize the value of these associations and their potential impact on gender diversity and inclusion.

In contrast, 28% of respondents indicate that their companies do not provide support in this regard. This subset of responses hints at the potential need for increased awareness and advocacy to emphasize the benefits of supporting women's involvement in these associations.

Within this discourse, 22% express uncertainty about their company's stance, indicating a lack of clarity or awareness regarding whether such support is extended to women employees.

Fig 2.8

Source: Gender Diversity Survey in the Biofouling Industry



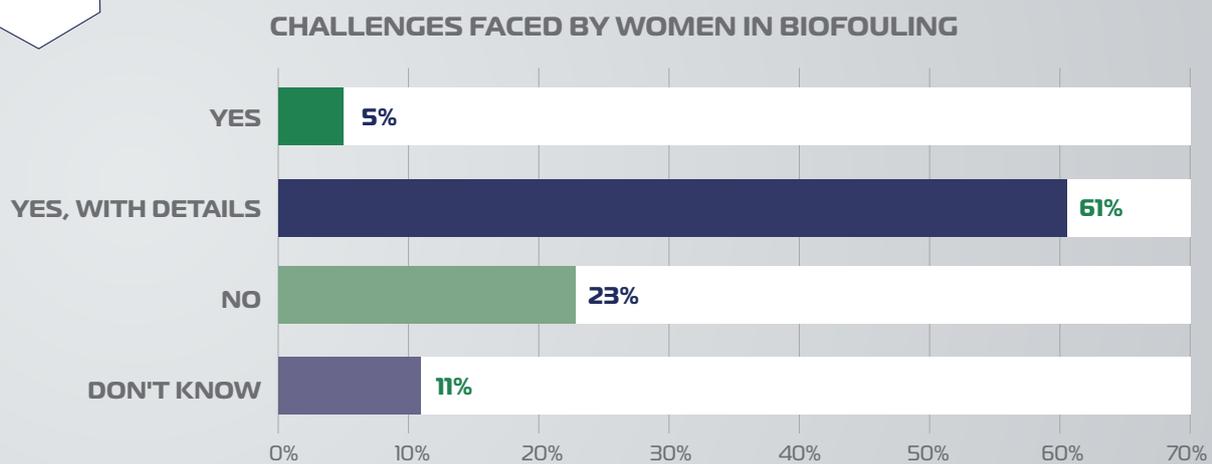
# 8. Challenges facing Women in the Biofouling Sector and Overcoming Strategies

This chapter uncovers the challenges that women encounter within the biofouling sector and the strategies that have emerged to surmount these obstacles. While brimming with potential and discovery, the biofouling field is not fully immune to the gender disparities that persist across industries. The chapter delves into the stories and experiences of women professionals, throwing light on the barriers they face. But it is not solely about obstacles – it's a testament to the ingenuity and resilience that characterize those who strive for change. As we explore the challenges, we also illuminate the strategies, initiatives, and supportive networks women in the biofouling sector are harnessing to reshape the landscape.

## 8.1. Challenges Faced by Women in Biofouling: A Multifaceted Exploration

Among the 178 respondents, a modest 5% acknowledge encountering challenges in this area. A substantial 61% of those who responded provided detailed insights into these challenges. Their narratives echo broader industry issues such as gender stereotypes, unequal

Fig 2.9



Source: Gender Diversity Survey in the Biofouling Industry

treatment, limited opportunities, and the need for flexibility. Hierarchical imbalances and cultural factors emerge as consistent themes, underscoring the need for a more inclusive workplace culture.

However, a notable 23% assert that their companies do not face such challenges. This suggests a fraction of organizations that may have implemented practices to create an equitable environment. Additionally, 11% express uncertainty about their company's situation, indicating a potential need for greater awareness or evaluation.

Intricately navigating women's challenges in the biofouling sector, the responses unveil an array of experiences, concerns, and barriers that influence gender dynamics within the industry. These challenges manifest across various dimensions and underscore the sector's journey toward gender equality.

**Gender Stereotypes and Perception:** Traditional gender stereotypes cast a shadow on women's roles in the maritime field. Respondents highlight how perceptions of certain roles as better suited for men can discourage women from pursuing careers in this domain.

**Gender Bias and Unequal Treatment:** Gender bias can perpetuate unequal treatment, limited opportunities, and slower career advancement for women professionals. Instances of gender bias impacting recognition, advancement, and job assignments are not uncommon.

**Limited Flexibility and Considerations:** Women's unique needs and considerations can be overlooked, particularly regarding flexibility in schedules and the lack of accommodations for gender-specific challenges.

**Historical Gender Bias and Resistance to Change:** Embedded gender biases and historical notions about

women's capabilities and deeply ingrained attitudes and resistance to change.

**Hierarchical Imbalance:** An underrepresentation of women at the senior and top levels of organizations. Hierarchical positions are often occupied by men, revealing a gender disparity in leadership roles.

**Cultural and Societal Factors:** Societal norms and cultural beliefs continue to influence the perception of women in the maritime sector—traditional views about women's roles impact career trajectories and advancement.

**Family and Maternity Balancing Act:** Balancing professional roles with family responsibilities remains a hurdle. Maternal duties sometimes take precedence, potentially impacting women's participation and progression.

**Support and Mentorship:** A need for mentorship and support mechanisms to navigate career challenges is apparent.

**Growth and Evolution:** The sector's evolution, while notable, faces the challenge of breaking down gender barriers and entrenched customs that limit women's roles and opportunities.

**Initiatives for Change:** Many responses reflect efforts toward change, such as training, empowerment campaigns, and policies against gender violence. The push to evolve showcases the industry's recognition of the need for progress.

This analysis portrays the multifaceted landscape of challenges faced by women in the biofouling sector. From traditional gender perceptions to hierarchical imbalances, these challenges spotlight the sector's need for targeted efforts to reshape its gender dynamics. The sector's journey toward gender equality,

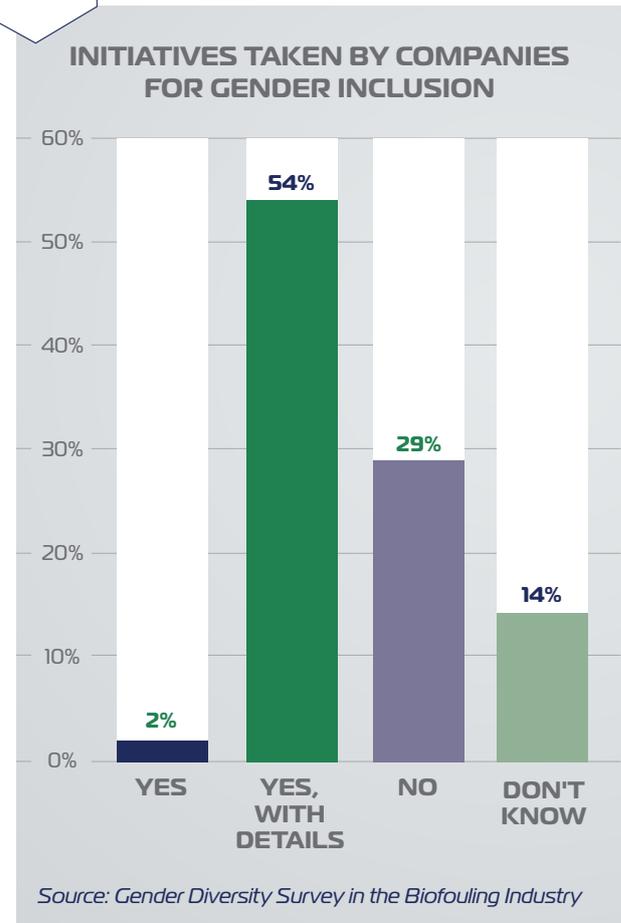
while marked by challenges, is also characterized by initiatives that demonstrate a commitment to change. The insights shared by respondents resonate as a call for greater awareness, inclusivity, and collaboration to overcome these hurdles and pave the way for a more equitable future.

## 8.2. Company Initiatives for Gender Inclusion: An Examination

Exploring the initiatives and policies implemented by companies to address challenges or support women in the biofouling industry, the data highlights a diverse range of responses. A substantial 54% of respondents provide detailed insights into these initiatives. Their narratives reveal many strategies, including policy implementation, mentorship programs, awareness campaigns, training, and structural changes to boost gender inclusion and equality.

Conversely, 29% of respondents indicate that their companies have not undertaken any specific initiatives to address these challenges. This subset potentially indicates the need for greater awareness and proactive measures within the sector. Furthermore, 14% express uncertainty about their company's stance on this matter, reflecting potential gaps in communication or a lack of awareness regarding gender inclusion initiatives.

Fig 3.0



The responses offer glimpses into a diverse spectrum of actions and approaches within the realm of company initiatives to address gender-related challenges in the biofouling sector. Often reflective of organizational cultures and goals, these initiatives emphasize the collective journey toward gender equality and inclusivity.

**Promoting Equality Through Policies:** Numerous responses indicate the formulation and implementation of policies aimed at promoting equality and non-discrimination.

**Equal Opportunity and Task Allocation:** Instances of equal opportunity and task allocation demonstrate a proactive approach to gender inclusivity. Accepting respondents said that their companies allow both men and women to perform tasks without bias contributing to a balanced work environment.

**Training and Awareness:** A significant number of responses highlight initiatives focused on training, awareness campaigns, and equity courses.

**Support and Support Programs:** Support mechanisms, such as support for women and financial aid for certain activities, showcase a tangible commitment to nurturing a conducive atmosphere for female professionals.

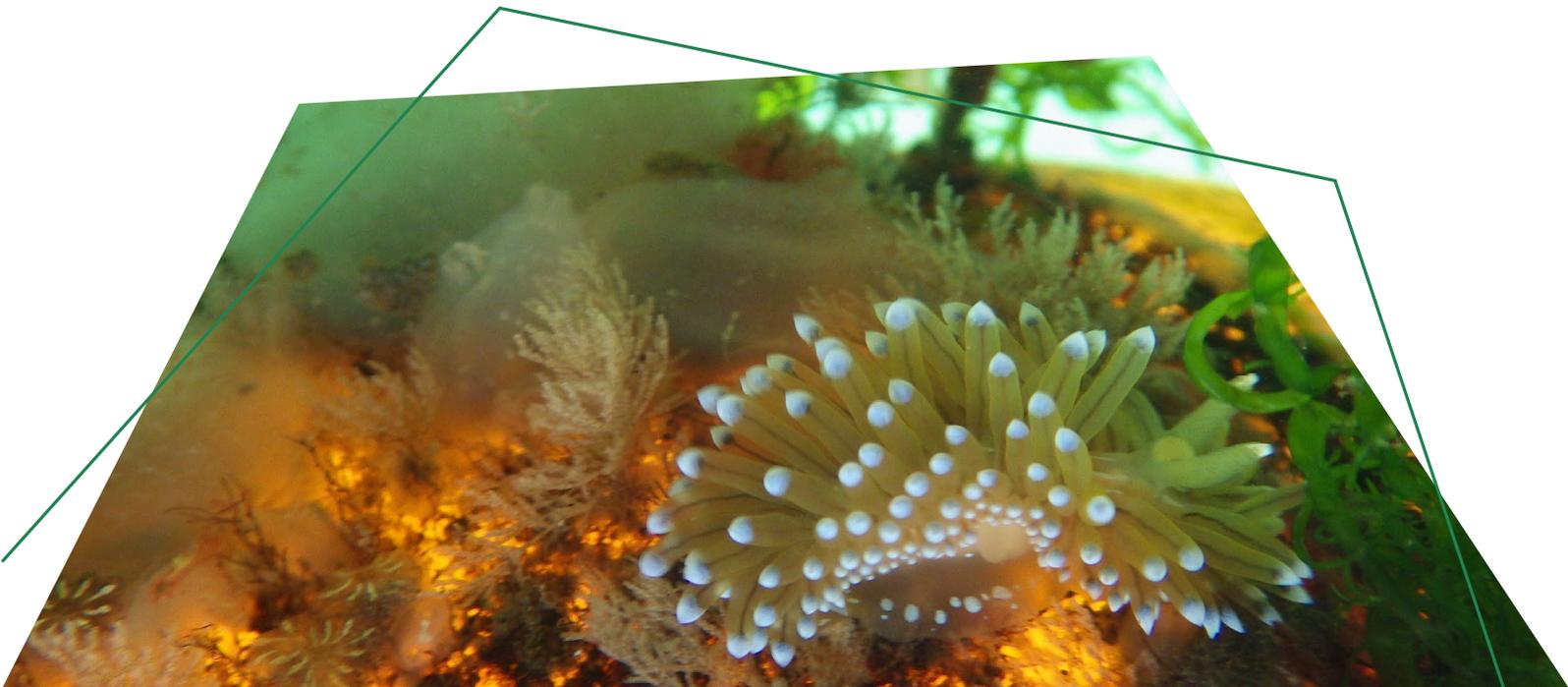
**Progress Through Policy Implementation:** The concept of establishing gender-related policies, including non-discrimination policies, highlights a proactive approach toward addressing gender imbalances within the sector.

**Challenges in Implementation:** Some responses touch on challenges faced in implementing initiatives, such as the need for adjustments in organizational structures and business models to ensure gender inclusivity.

**Industry-Level Collaboration:** Several responses indicate broader industry-level initiatives, such as promoting gender equity in science and aligning with the United Nations Sustainable Development Goals. This illustrates a collective effort to drive change on a larger scale.

**Room for Growth:** Responses indicating the absence of specific policies or initiatives suggest that there is room for growth and improvement in terms of fostering gender equality within these organizations.

The diverse responses signify the breadth of efforts undertaken by companies in the biofouling sector to promote gender equality and inclusivity. While some have embraced targeted policies and initiatives, others are in the early stages of adopting measures. The responses collectively emphasize the industry's recognition of the need to reshape gender dynamics, as well as the potential for further collaboration and innovation in pursuit of a more balanced and equitable workforce.



# 9. Best Practices and Recommendations to Enhance Inclusivity and Diversity in the Biofouling Sector

This chapter focuses on a journey toward a more inclusive and diverse biofouling sector. As we navigate the landscape of gender dynamics, the focus is shifted toward actionable insights, best practices, and recommendations that have emerged as beacons of change. The biofouling sector, like any other, is poised to evolve by embracing a diverse range of talents, perspectives, and experiences. With a limelight on real-world successes and forward-looking strategies, this chapter stresses the sector's collective commitment to dismantling barriers, promoting inclusivity, and reaping the benefits of a gender-diverse workforce.

## 9.1. Presence of Gender Diversity Best Practices

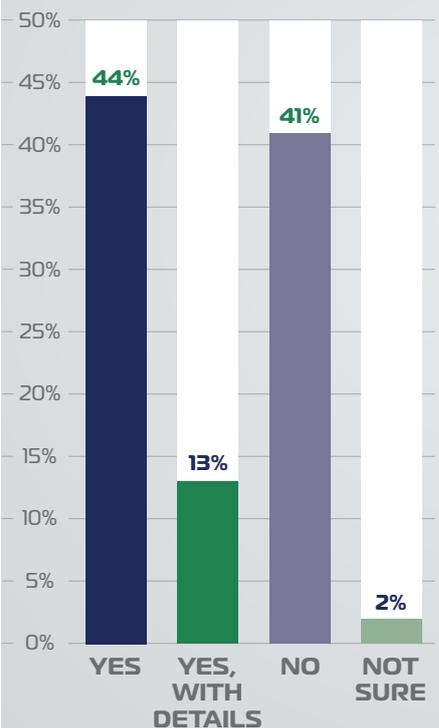
In examining the implementation of gender diversity best practices within organizations, the data shows a range of approaches and attitudes. Out of the 178 respondents, 44% affirm the presence of gender diversity best practices in their organizations. Among these, 13% provide additional insights into the specific details of these practices. These examples offer tangible demonstrations of proactive efforts to foster a more inclusive workplace environment.

Conversely, a significant 41% indicate the absence of such practices in their organizations. This response highlights a substantial portion of the sector that may yet be on the journey toward adopting and implementing gender diversity best practices. A minor 2% express uncertainty about their organization's stance, suggesting potential gaps in communication or awareness regarding gender diversity initiatives.

The data collectively points to a complex landscape, where a notable proportion of organizations are committed to gender diversity best practices. This commitment, along with the absence of such practices in a significant subset, emphasizes the need for continuous dialogue,

Fig 3.1

### PRESENCE OF GENDER DIVERSITY BEST PRACTICES



Source: Gender Diversity Survey in the Biofouling Industry

education, and awareness to bridge the gap and establish a foundation for a more equitable and diverse biofouling sector.

### 9.2. Presence of Diversity and Inclusion Policies

Analyzing the adoption of Diversity and Inclusion (D&I) policies within the biofouling sector, the data underscores a notable commitment to cultivating an inclusive organizational culture. Out of the 178 respondents, 69% affirm the presence of Diversity and Inclusion policies within their organizations. Conversely, 12% indicate the absence of such policies. This subset represents organizations that may not have formally outlined their commitment to fostering diversity and inclusion. A significant 19% of respondents did not respond, potentially suggesting a need for greater awareness or engagement on the topic of D&I policies.

The data collectively highlights a positive trend toward recognizing the value of diversity and inclusivity in the biofouling sector. The presence of D&I policies in a majority of organizations displays a sector-wide recognition of the importance of

providing a welcoming and equitable workplace for all employees, regardless of their background or identity.

### 9.3. Special Policies for Women: Tailored Support and Empowerment

Analyzing the policies designed to support women within companies in the biofouling sector, the data reflects a range of strategies. Out of the 178 respondents, the following percentages represent the prevalence of specific policies:

- **Maternity Leave Benefit:** 68% of respondents have implemented policies that offer maternity leave benefits, providing critical support for women during pivotal life stages.
- **On-Site Child Care:** Around 15% of organizations prioritize work-life balance by offering on-site childcare facilities, enhancing accessibility for working mothers.
- **Flexible Working Hours:** A significant 41% of companies extend flexible working hours, acknowledging the importance of accommodating diverse schedules.
- **Room for Wellness:** 20% of organizations have policies that facilitate wellness, potentially

Fig 3.2

Source: Gender Diversity Survey in the Biofouling Industry

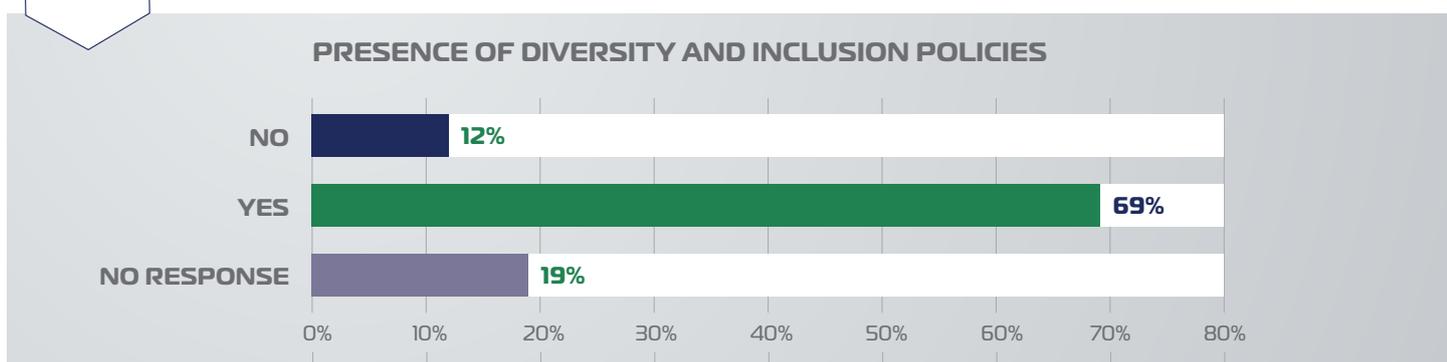
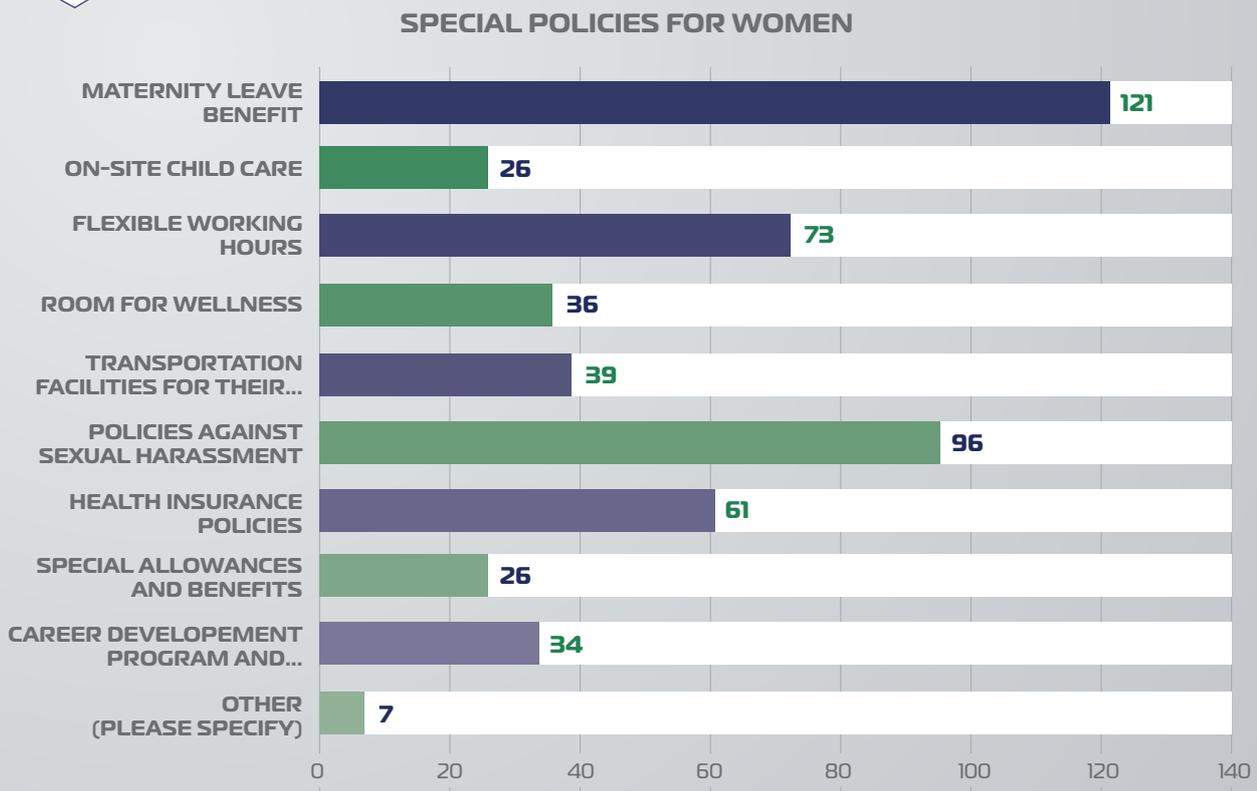


Fig 3.3

Source: Gender Diversity Survey in the Biofouling Industry



including wellness programs, initiatives, or dedicated spaces.

- **Transportation Facilities for Safety and Security:** Approximately 22% of organizations offer transportation facilities to enhance the safety and security of their female employees.
- **Policies Against Sexual Harassment:** Notably, only 54% of organizations have put in place policies against sexual harassment, reflecting a commitment to a safe and respectful workplace.
- **Health Insurance Policies:** Health insurance policies are prevalent in 34% of organizations, ensuring the well-being of female employees.
- **Special Allowances and Benefits:** Around 15% of companies provide special allowances and benefits tailored to the needs of women.

- **Career Development and Leadership Programs:** 19% of organizations offer career development and leadership programs that specifically target the advancement of women in the workplace.
- **Other (Please Specify):** 4% of responses indicated "Other" policies, suggesting additional strategies that cater to the unique needs of female employees.

The data reveals the policies aimed at supporting and empowering women in the biofouling sector. These policies reflect a sector-wide effort to create an environment that prioritizes gender equality, work-life balance, safety, and professional growth. The prevalence of such policies accentuates the sector's collective commitment to nurturing an inclusive workforce where women can thrive.

#### 9.4. Key Skills and Traits for Success in the Biofouling Sector as a Woman

Exploring the specific skills and traits deemed important for success in the biofouling sector or related fields, the responses reveal a range of perspectives. Out of the 178 respondents, 15% acknowledge the significance of specific skills and traits. Among these, a substantial 40% provide additional details on the qualities they consider crucial for thriving in this sector. Analyzing the insights shared regarding important skills and traits for success in the biofouling sector, we can categorize them into several themes:

##### **Technical Expertise and Knowledge:**

- Marine Biology and Ecological Knowledge
- Biofouling and Anti-Fouling Technologies
- Engineering and Materials Science
- Regulatory Compliance

##### **Analytical and Problem-Solving Skills:**

- Research and Analytical Skills
- Problem-Solving and Critical Thinking
- Attention to Detail

##### **Interpersonal and Communication Skills:**

- Collaboration and Communication
- Empathetic Communication
- Effective Communicator
- Conflict Resolution

##### **Adaptability and Learning:**

- Adaptability and Resilience
- Multidisciplinary Knowledge
- Continuous Learning

##### **Environmental and Ethical Awareness:**

- Environmental Awareness
- Respect and Responsibility

##### **Experience and Empowerment:**

- Practical Experience and Training
- Empowerment and Mentorship

##### **Specific Domain Knowledge:**

- Knowledge of Sample Collection and Processing
- Knowledge of Incrustation Types

##### **Career Development and Equity:**

- Strategic Thinking
- Job Skills
- Equity Roles at Home and in the Workplace

It is evident from the responses that success in the biofouling sector is viewed through a multifaceted lens. The sector requires a blend of technical expertise, analytical thinking, effective communication, and adaptability. Additionally, the importance of domain-specific knowledge, experience, mentorship, and a commitment to continuous learning can be highly advantageous for women. Furthermore, environmental consciousness, ethical responsibility, and a recognition of the importance of equity in both personal and professional domains also emerge as relevant considerations.

Conversely, 45% of respondents indicate that they do not see the need for specific skills or traits in the biofouling sector. This response reflects varying perspectives on whether success in this field hinges on distinct qualities.

The data collectively presents a nuanced perspective on the skills and traits believed to be vital for success in the biofouling sector. While some emphasize the importance of specific attributes, others suggest a broader range of factors at play. This diversity of opinions reflects the multi-faceted nature of the industry and the varying approaches that can lead to success within it.

### 9.5. Awareness of Specific Initiatives/ Programs for Women in Maritime

Analyzing the awareness of specific initiatives or programs that support the advancement of women in the maritime and biofouling-related industries, the data highlights varying degrees of knowledge within the sector. Out of the 178 respondents, 23% are aware of such initiatives.

Among these, 13% provide additional details about these programs, showcasing a deeper understanding of efforts to empower and promote women in these industries. On the other hand, a substantial 64% indicate that they are not aware of any specific initiatives or programs focused on advancing women in maritime and related fields. This response suggests a potential gap in awareness and engagement in these initiatives.

The data illustrates a landscape where a notable portion of the sector may not be fully aware of initiatives dedicated to supporting women's advancement. This shows the need for increased visibility, communication, and engagement around

programs that aim to create a more inclusive and equitable maritime and biofouling industry. While progress is being made, continued efforts are essential to ensure that these initiatives reach and impact a broader spectrum of professionals within the sector.

### 9.6. Benefits of Increasing Women's Representation in Biofouling Sector: A Comprehensive Outlook

Analyzing the perceived benefits of increasing the number of women in the biofouling sector and related fields, the responses reveal a spectrum of perspectives on the positive outcomes. Out of the 178 respondents, a significant 31% offer "Other" benefits, indicating a nuanced array of advantages. However, for the specified options:

**Diverse Decision Making (22%):** A notable percentage emphasizes the enrichment of decision-making processes through diverse perspectives. When women contribute their insights and experiences, it stimulates a wider range of viewpoints that can lead to more informed, innovative, and holistic decisions.

Fig 3.4



Source: Gender Diversity Survey in the Biofouling Industry

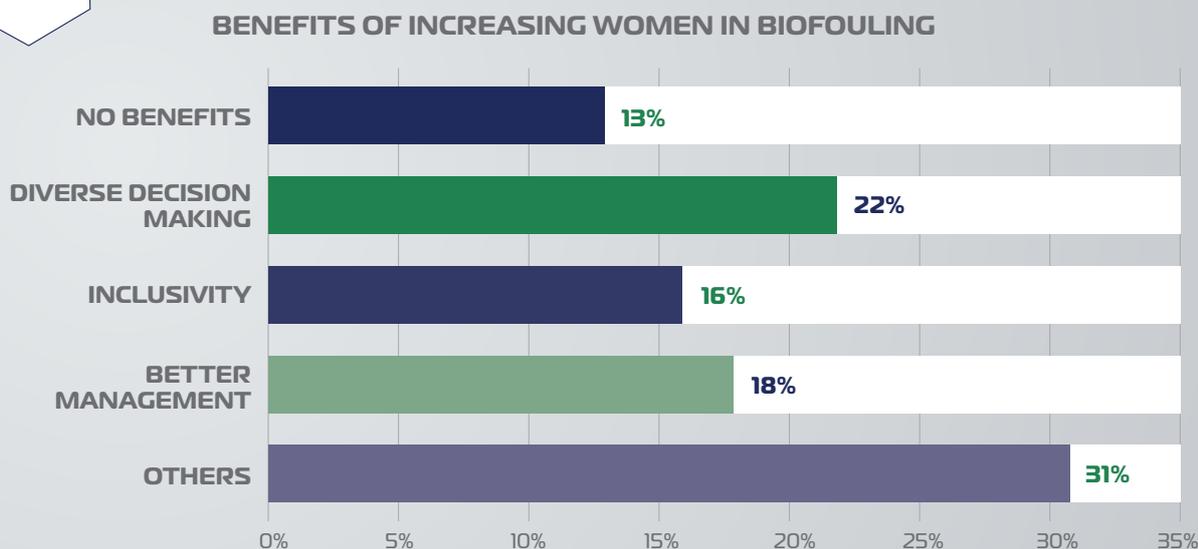
**Inclusivity (16%):** The recognition of inclusivity as a benefit shows the importance of creating a workplace where everyone's voice is valued and included. This inclusive environment can lead to enhanced collaboration, creativity, and a stronger sense of belonging.

**Better Management (18%):** Respondents identifying better management as a benefit highlight the potential improvement in leadership and organizational practices. Women often bring distinct leadership styles and skills that can contribute to more effective management and a balanced approach to challenges.

**No Benefits (13%):** While a smaller percentage expressed the belief that there are no benefits, it's crucial to acknowledge that diverse opinions exist. This viewpoint might reflect a need for further awareness about the potential positive impacts of gender diversity in the sector.

The variety of benefits suggested reflects a broad understanding of how increased gender diversity can positively influence the biofouling sector. From enhancing decision-making processes to fostering inclusivity, improving management practices, and beyond, these perceived advantages underscore the value of a gender-diverse workforce in driving positive change and growth within the industry.

Fig 3.5



Source: Gender Diversity Survey in the Biofouling Industry

### 9.7. Fostering Inclusivity and Support for Women: Industry Perspectives

Analyzing the viewpoints on how the biofouling industry can become more inclusive and supportive of women, the responses highlight several strategies that can drive positive change. Out of the 178 respondents:

**Promoting Equality (56%):** The majority of respondents emphasize the significance of promoting equality within the industry. This suggests a strong belief that creating a level playing field for women can lead to a more inclusive and supportive environment. Initiatives that address gender bias, equal opportunities, and fair treatment can contribute to achieving this goal.

**Providing Opportunities (20%):** A substantial percentage highlights the importance of providing equal opportunities for women. This can involve ensuring that women have access to career advancement, leadership roles, and challenging assignments, thereby fostering professional growth.

**Flexible Work Benefits (15%):** Respondents also

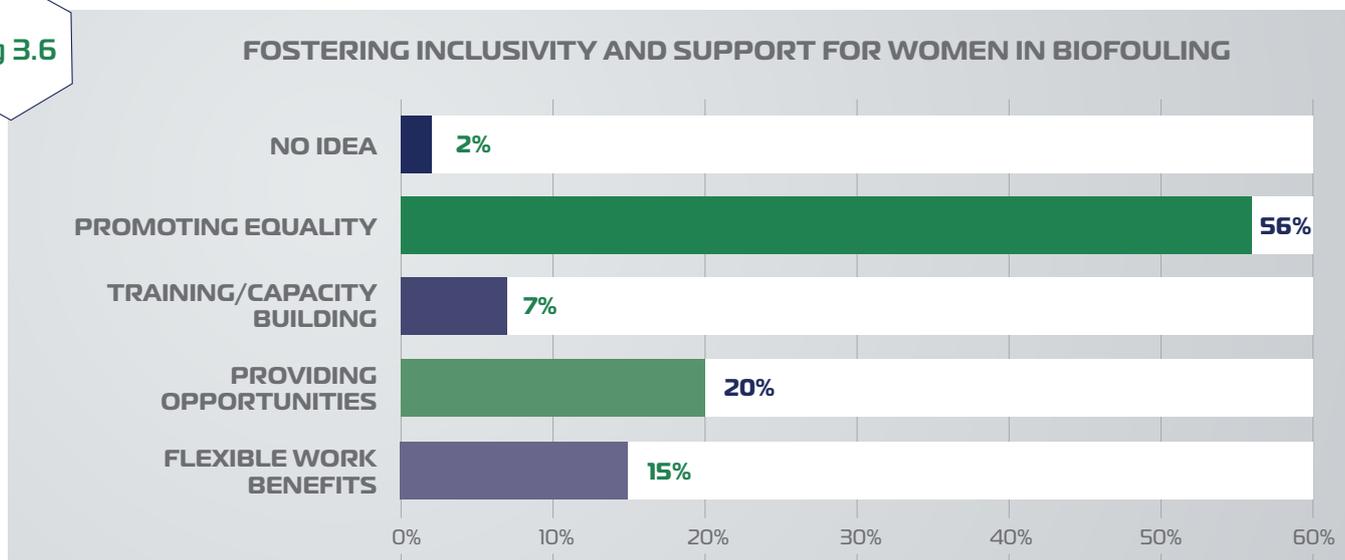
recognize the value of flexible work benefits. These benefits can accommodate the diverse needs of women, especially in roles that require balancing work and personal responsibilities.

**Training/Capacity Building (7%):** The call for training and capacity-building initiatives underscores the importance of equipping women with the skills and knowledge needed for success in the sector. This can include mentorship programs, skill development workshops, and career development opportunities.

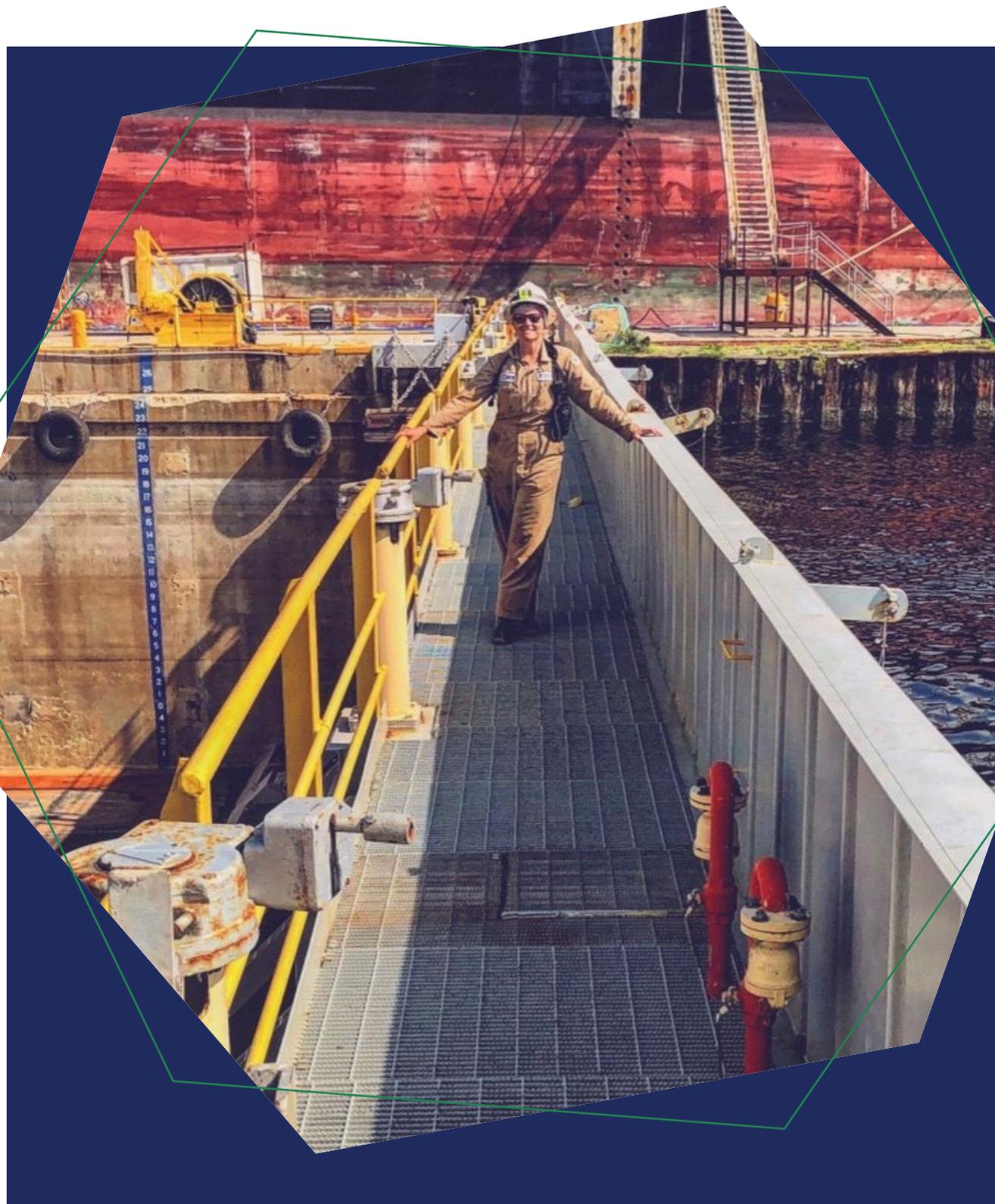
**No Idea (2%):** A small percentage of respondents expressed uncertainty about how the industry can become more inclusive and supportive of women. This could indicate a need for greater awareness and education on this topic.

The data reflects a shared aspiration for a more inclusive and supportive environment for women in the biofouling sector. By promoting equality, providing opportunities, offering flexible work benefits, and investing in training, the industry can take meaningful steps toward creating a more diverse and equitable workforce.

Fig 3.6



Source: Gender Diversity Survey in the Biofouling Industry



# 10. Recommendations and Commitments for Women Empowerment in Biofouling

The journey towards greater gender equality in the biofouling sector requires not just recognition of existing disparities but also a proactive commitment to change. As we've delved into the landscape of gender diversity within the industry, we've unearthed valuable insights and identified key areas where action is needed. To propel this change forward, we offer the following recommendations and invite companies and industries to make tangible commitments to support women empowerment in biofouling:

## 1. Targeted Recruitment and Leadership Development Programs:

- **Commitment:** Companies should commit to developing and implementing targeted recruitment strategies to increase the representation of women in biofouling roles.
- **Benefits:** A diverse workforce brings fresh perspectives and creative solutions. Leadership development programs can identify and nurture talented women within the sector, ultimately filling leadership positions with qualified individuals.

## 2. Inclusive Company Cultures:

- **Commitment:** Create and foster inclusive company cultures that value diversity and respect for all employees.
- **Benefits:** Inclusive cultures boost morale, reduce turnover, and improve overall performance. They empower women to contribute fully to their organizations.

## 3. Gender-Neutral Policies:

- **Commitment:** Companies should commit to implementing and enforcing gender-neutral policies, including equal pay for equal work.
- **Benefits:** Such policies eliminate gender-based wage gaps and ensure that women receive the same pay and benefits as their male counterparts.

## 4. Flexible Work Arrangements:

- **Commitment:** Companies should provide flexible work arrangements, including remote work options and family-friendly policies.

- **Benefits:** Flexibility helps employees balance work and family responsibilities, making it easier for women to pursue careers in biofouling without sacrificing personal and family life.

#### 5. Training and Development Programs:

- **Commitment:** Invest in training and development programs specifically designed to empower women in biofouling.
- **Benefits:** These programs enhance women's skills and knowledge, preparing them for leadership roles and ensuring their contributions are fully realized.

#### 6. Public Awareness and Advocacy:

- **Commitment:** Support and participate in initiatives that raise public awareness about gender diversity issues in biofouling.
- **Benefits:** Public support and awareness can put pressure on the industry to effect change and encourage more women to pursue careers in the field.

#### 7. Establish Mentorship and Sponsorship Programs:

- **Commitment:** Create mentorship and sponsorship programs to support the career growth of women in biofouling.
- **Benefits:** Mentorship and sponsorship provide guidance and opportunities for advancement, helping women break through barriers and excel in their careers.

#### 8. Research and Data Collection:

- **Commitment:** Invest in ongoing research and data collection to monitor progress in gender diversity.
- **Benefits:** Data-driven decisions allow companies to measure their success and identify areas where improvements are needed.

#### 9. Collaborate and Partner:

- **Commitment:** Collaborate with other industry stakeholders and partner with organizations dedicated to gender diversity.
- **Benefits:** Collaboration enhances the industry's collective efforts and amplifies the impact of initiatives aimed at women empowerment.

#### 10. Setting Targets and Accountability:

- **Commitment:** Companies should set clear targets and regularly assess progress toward gender diversity goals.
- **Benefits:** Setting targets provides a framework for measuring success and holding companies accountable for their commitments.

Gender diversity is not just a matter of equity; it's a strategic imperative for the biofouling sector. By making these commitments and implementing these recommendations, companies, and industries can usher in a new era of inclusivity and empowerment. Together, we can navigate the tides of change and embark on a journey toward a more diverse, equitable, and prosperous biofouling industry for all.

# 11. Conclusion

Throughout the landscape of this diverse sector, a constellation of exceptional women has been diligently contributing their prowess. Behind the curtains of various roles and designations, they have illuminated the path forward with their commitment and dedication, as shared by the respondents. Despite the challenges that occasionally cast their shadows, these women stand as beacons of inspiration, navigating their careers with resilience and passion.

From maritime administrators to environmental officers, each individual lends a unique brilliance to the tapestry of their respective organizations. Their dedication and aspiration transcend traditional boundaries, creating a ripple effect that amplifies their influence. As mentors, pioneers, and professionals, their stories symbolize the triumph of tenacity over adversity.

These remarkable women, known and unnamed, who advocate for equality and inclusion, catalyze change within their spheres and within the broader industry. By shattering glass ceilings, they beckon others to follow suit, nurturing a culture where every endeavour is defined by merit rather than gender.

In the symphony of achievement, these women play an instrumental role, redefining the norms and encouraging a future where gender is not a limitation but a facet of a more comprehensive narrative. Their impact extends beyond the confines of their roles as they subtly steer the ship of progress towards a more inclusive and diversified horizon.

We extend our heartfelt gratitude to these individuals who have illuminated the path towards a more inclusive and diversified maritime and biofouling sector. Their contributions, both visible and unseen, pave the way for future generations, fostering an environment where merit, passion, and skill take precedence over gender. The tireless efforts of each person mentioned serve as a reminder that change begins with individual actions, and that their proactive nature is propelling our industry towards a brighter, more equitable future.

With their achievements as guiding stars, we look ahead with renewed hope and determination, knowing that their legacy will continue to inspire and empower others to join the journey towards gender equality. The maritime and biofouling sectors stand poised for a transformative era, and we are privileged to have these

## **Disclaimer:**

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exceptional women leading the charge. As we chart our course forward, we are reminded that progress is the culmination of countless steps taken by individuals who dare to dream and strive for a better world for all.

### **Embarking on a New Horizon: A Voyage Concluded**

In the realm of the biofouling sector, our expedition has drawn to a close, unveiling vistas of transformation and promise. Much like a vessel navigating uncharted waters, this research endeavor has illuminated the potential for evolution within the industry.

As we stand at the confluence of understanding and aspiration, the journey has revealed the ebb and flow of progress, as well as the challenges upon our course. Just as a seasoned mariner navigates through unpredictable currents, the biofouling sector must chart its trajectory towards enhanced inclusivity, recognizing the value of each individual irrespective of gender.

From the corporate heartbeats to the echelons of leadership, the industry's ecosystem has woven a

tapestry enriched with diverse skills, perspectives, and ambitions. Like the coral reefs teeming with life's diversity, the sector too stands to flourish when woven with the multifaceted talents of individuals, fostering innovation and resounding collaboration.

As this chapter draws to its culmination, the legacy we aspire to cultivate is one where the harmonious symphony of innovation, empathy, and steadfastness reverberates. The biofouling sector should provide a sanctuary for women to thrive, etching their mark upon history and steering the industry towards uncharted horizons.

In this closing narrative, we are reminded that today's ripples shape tomorrow's currents. With renewed determination, we embark on the path ahead, guided by the lodestar of equality, inclusivity, and progress. The winds of change beckon, and the sails of progress unfurl. Together, let us set forth on a new trajectory, where the biofouling sector stands as a beacon of diversity—a testament to unity—and a proclamation of humanity's boundless ability to shape the tides of history.



# Annex: Questionnaire: Women's Participation and Gender Diversity in the Biofouling Industry

## Section 1: Company Profiles

We assure respondents that all questionnaire data and results will be handled strictly anonymously, ensuring the confidentiality and privacy of their information.

1. Name
2. Company
3. Address
4. Please indicate whether your company is
  - Multiregional (with employees in more than one continent)
  - Regional (with employees in more than one country in the same continent)
  - National (with employees in only one country)
5. Where are your headquarters based?
6. How many employees work in your company? (If you do not know the exact values, then please give us your best estimation)
7. How many employees identify as women? (If you do not know the exact values, then please give us your best estimation)
8. Rearrange the categories in order of which most women work in your company.
  - Scientific Officer
  - Technical Officer
  - Administrative Officer
  - Administrative Assistant
  - Finance
  - Manager

- Director
  - Other
9. How would you assess your company culture on gender diversity?
    - Male Dominated
    - Female Dominated
    - Inclusive

## Section 2: Gender Diversity and Equality: Initiatives and Policies

1. Has your company adopted a Diversity and Inclusion policy? (A policy that outlines the organisation's commitment to diversity and inclusion, and the benefits and expectations for all employees)
2. Do you have any training programmes aimed at women?
3. What is the composition of your Board of Directors?
4. What is the composition of C-suite/senior management in your company occupied by women?
5. What is the composition of Women in core roles in your company? (Refer here to key personnel and professionals; specialist technical staff; staff in operation roles)

6. What is the composition of Support functions in your company occupied by women? (Refer here to non-operational roles; administrative roles; those in service roles that support to professional staff or key personnel)
7. Within your company, please rank (rearrange) which age range represents the largest number of women (1 being the highest, 5 being the lowest)
  - 18-25
  - 26-35
  - 36-45
  - 46-55
  - above 55
8. What are the special policies designed and implemented for women working within your company? (tick as applicable)
  - Maternity leave benefit
  - On-site child care
  - Flexible working hours
  - Room for wellness
  - Transportation facilities for their safety and security
  - Policies against Sexual Harassment
  - Health insurance policies
  - Special allowances and benefits
  - Career Development Program and Leadership Programs for Women
  - Other (please specify)
9. Does your company have policies to ensure gender equality in your recruitment and promotion processes?
10. If yes, would you like to share the same (share a link)

### Section 3: Challenges and Support for Female Workforce Participation

1. Please state the challenges if any, your company faces with regard to female participation in the workforce
2. What did your company do (or establish policy) to overcome those challenges (or support) for women in biofouling industry?
3. Do you have gender-specific roles or Job Descriptions created only for women?
4. Do you have gender recruitment drives catered to specifically employ women in your company?
5. If yes, why and which are the jobs where women are preferred, please share more details

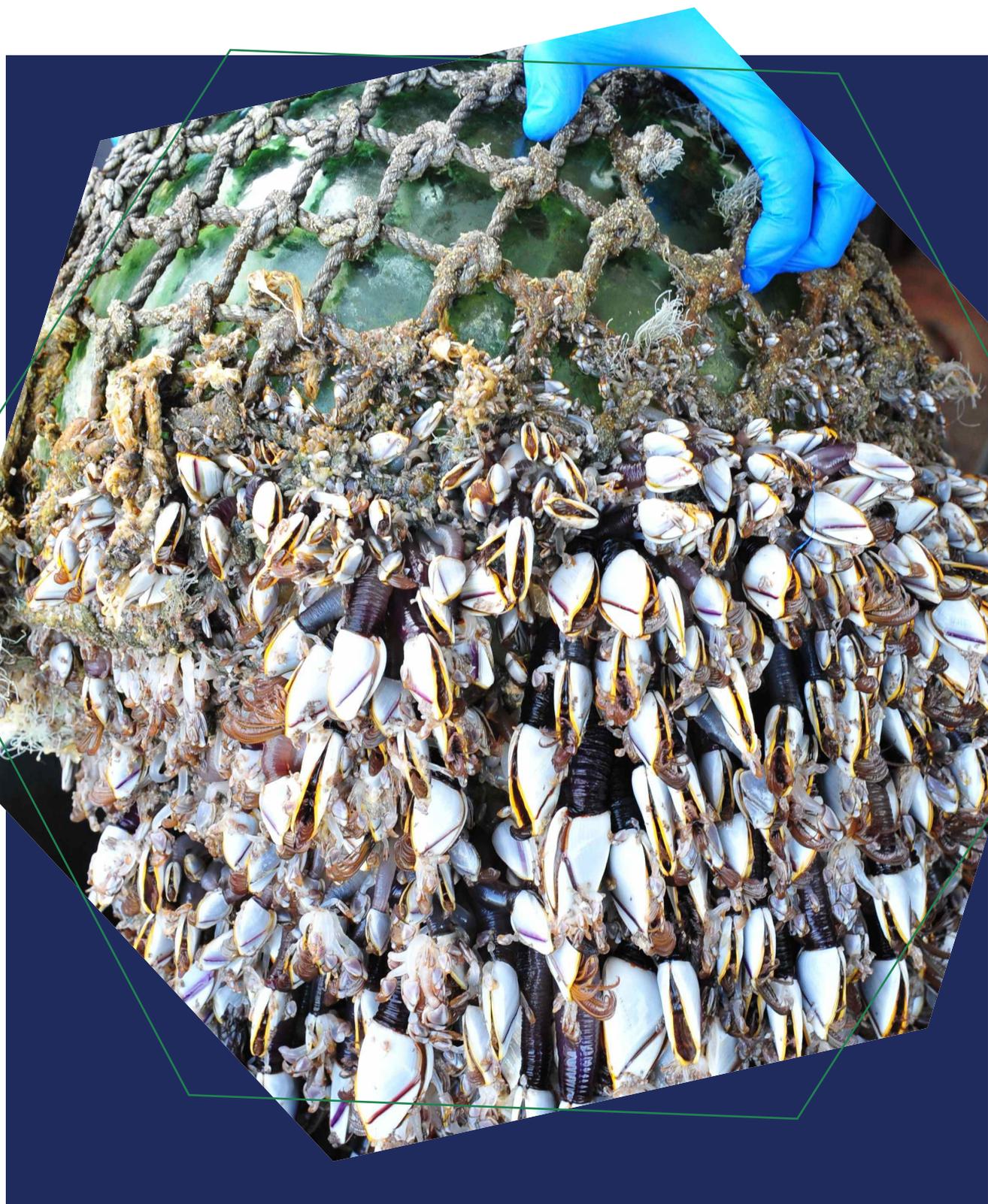
### Section 4: Gender Diversity and Benefits in the Biofouling Sector

1. Is achieving a gender diversity target linked to the business goals of your company?
2. Do you have any best practices for gender diversity implemented within your organisation?
3. Are you aware of any regional and national associations for women in maritime?
4. If yes, does your company support these associations or support your women employees to be part of these associations?
5. Have you noticed any gender disparity in the biofouling sector or related fields?

6. Have you noticed any differences in pay or promotion opportunities between genders in the biofouling sector or related fields?
  7. Have you observed any differences in how men and women are treated in terms of respect, recognition, or opportunities for leadership positions?
  8. Are there any specific skills or traits that you think are particularly important for success in the biofouling sector or related fields?
  9. Are there any specific initiatives or programs that you know of that support the advancement of women in maritime and more specifically the biofouling or related industry?
  10. In your opinion, what benefits can be gained from increasing the number of women in the biofouling sector or related fields?
2. Do you have any suggestions for how the industry can better attract and retain women in the field?
  3. Do you have any specific suggestions related to working conditions to retrain/attract more women and support their career progression (mentorship programmes/flexible working arrangements/maternity and/or parental leave)?
  4. Do you have any other suggestions or comments on how to increase the number of women in the biofouling sector or related fields that still need to be addressed above?
  5. Do you have any women who are doing exceptional work in your company that we could highlight as role models (with their permission)? If yes, please provide their details.
  6. Do you have any gender champions in your company that we could highlight in our campaign (with their permission)? If yes, please provide their details.

## Section 5: Suggestions, Role Models and Gender Champions

1. How do you think the industry can become more inclusive and supportive of women?
7. Would you like to receive a copy of the report when it is published?
  8. If yes, please provide the email address to receive the report









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